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Assessment of Sexual Harassment in the Navy: Results of the 1989 Navy-wide Survey

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Navy Personnel Research and Development Center
San Diego, CA, 92152-6800

REPORT DOCUMENTATION PAGE

Form Approved
OMB No. 0704-0188

Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

1. AGENCY USE ONLY (Leave blank)		2. REPORT DATE March 1992		3. REPORT TYPE AND DATE COVERED Final--January 1989-December 1991	
4. TITLE AND SUBTITLE Assessment of Sexual Harassment in the Navy: Results of the 1989 Navy-wide Survey				5. FUNDING NUMBERS Reimbursable N0002289WREE562, N0002290POEE562	
6. AUTHOR(S) Amy L. Culbertson, Paul Rosenfeld, Stephanie Booth-Kewley, Paul Magnusson					
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Navy Personnel Research and Development Center San Diego, California 92152-6800				8. PERFORMING ORGANIZATION REPORT NUMBER NPRDC-TR-92-11	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) Equal Opportunity Division (PERS-61) Bureau of Naval Personnel Washington, DC 10370-5000				10. SPONSORING/MONITORING AGENCY REPORT NUMBER	
11. SUPPLEMENTARY NOTES					
12a. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution is unlimited.				12b. DISTRIBUTION CODE	
<p>13. ABSTRACT (Maximum 200 words)</p> <p>Attempts to deal with sexual harassment among Navy service members have been hampered by the lack of scientifically-based data on its frequency and forms. The present effort developed the sexual harassment portion of the Navy Equal Opportunity/Sexual Harassment Survey (NEOSH) that was first administered in 1989. A stratified sample of active duty enlisted and officer personnel received surveys, with 5,619 completed questionnaires being returned (60% response rate). Post-stratification weighting by paygrade, gender, and racial/ethnic group was performed to make the respondents representative of their populations in the Navy.</p> <p>The survey found that 42 percent of female enlisted and 26 percent of female officer respondents had been sexually harassed during the 1-year survey period while on duty, or on base or ship while off duty. Very small percentages of the male enlisted (4%) and male officers (1%) reported being sexually harassed during the 1-year survey period. Generally, as the type of harassment became more severe in nature, its reported occurrence and frequency decreased. Six percent of female enlisted respondents and 1 percent of female officer respondents reported experiencing the most serious form of sexual harassment, actual or attempted rape or assault.</p> <p>Characteristics of the perpetrators of sexual harassment were analyzed, along with victims' actions after the harassment, and the impact of the experience on their perceptions of the Navy, their command, and themselves. As found in other surveys of sexual harassment, victims rarely use formal channels to report sexual harassment; their reasons for not using formal channels are detailed.</p> <p>The NEOSH sexual harassment results are compared with the U.S. Merit Protection Board Surveys of sexual harassment, and the 1988 DoD Survey of Sex Roles in the Active-duty Military. Questions are raised concerning the methodology of measuring and reporting rates of sexual harassment.</p>					
14. SUBJECT TERMS Sexual harassment, women, military, equal opportunity, surveys.				15. NUMBER OF PAGES 53	
				16. PRICE CODE	
17. SECURITY CLASSIFICATION OF REPORT UNCLASSIFIED	18. SECURITY CLASSIFICATION OF THIS PAGE UNCLASSIFIED	19. SECURITY CLASSIFICATION OF ABSTRACT UNCLASSIFIED	20. LIMITATION OF ABSTRACT UNLIMITED		

FOREWORD

This report is one of two related reports describing the development and initial administration of the Navy Equal Opportunity/Sexual Harassment Survey (NEOSH). This report presents the findings related to the assessment of sexual harassment among Navy active duty personnel. The other report (Rosenfeld, Culbertson, Booth-Kewley, & Magnusson, in process) presents the findings related to equal opportunity climate.

The NEOSH was sponsored by the Equal Opportunity Division (PERS-61) of the Bureau of Naval Personnel and funded by reimbursable work request numbers N0002289WREE562 and N0002290POEE562. The results are expected to benefit the Navy by providing information concerning the occurrence, forms, and effects of sexual harassment among active duty personnel.

Since this survey was administered, the Navy has taken the following actions to reinforce its zero-tolerance policy toward sexual harassment:

- In November 1989, the Navy revised its instruction concerning sexual harassment, reemphasizing its position against sexual harassment, and adding the requirement for Navy-wide delivery of prevention of sexual harassment training.
- In August 1990, training videotapes were distributed Navy-wide to teach Navy leaders and supervisors about how to identify and eradicate sexual harassment.
- In April 1991, the update report released by the Navy Women's Study Group made nine recommendations aimed at continuing the strong emphasis on the unacceptability of sexual harassment, improving the prevention of sexual harassment training, and improving the reporting, tracking, and enforcement procedures.
- In 1990 and again in 1992, two Navy-wide messages were released to reinforce top leaders' commitment to eradicating sexual harassment.
- Effective 1 March 1992, the Navy instituted a mandatory processing for separation policy following either the first substantiated incident of aggravated sexual harassment, or the repeated occurrence of less serious incidents of sexual harassment.

The authors wish to thank CAPT Tzomes and CDR Usher for their leadership and direction throughout the project. The authors would also like to thank CAPT Greene for his review and comments on this report. Lastly, the authors thank Carol Newell, Aileen Conroy, and Anne Aunins for their assistance in the data analysis and preparation of tables and figures for this report.

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SUMMARY

Problem

Attempts to deal with sexual harassment among Navy service members have been hampered by the lack of scientifically-based data on its frequency and forms. Recognizing the need for accurate information, the 1987 Progress of Women in the Navy Study Group recommended that a survey of sexual harassment be developed and administered Navy-wide.

Objective

The present effort involved developing a sexual harassment survey for administration as part of the Navy Equal Opportunity/Sexual Harassment Survey (NEOSH) in 1989. The purposes of the sexual harassment survey were to: (1) establish initial rates of the forms and frequency of sexual harassment, (2) describe characteristics of victims and perpetrators of sexual harassment, and (3) determine the actions and outcomes following experiences of sexual harassment.

Approach

A stratified random sample of active duty enlisted and officer personnel received surveys, with 5,619 completed questionnaires being returned (60% response rate). The survey was anonymous to ensure confidentiality and encourage honest responses. Post-stratification weighting by paygrade, gender, and racial/ethnic group was performed to make the respondents representative of their populations in the Navy.

Findings

Forty-two percent of female enlisted and 26 percent of female officer respondents indicated that they had been sexually harassed during the 1-year survey period while on duty, or on base or ship while off duty. Very small percentages of the male enlisted (4%) and male officers (1%) reported being sexually harassed during the 1-year survey period. The most common forms of sexual harassment for women were unwanted sexual teasing/jokes/remarks/questions, unwanted sexual looks/staring/gestures, and unwanted sexual whistles/calls/hoots/yells. Generally, as the harassment became more severe in nature, its reported occurrence decreased: 6 percent of female enlisted respondents and 1 percent of female officer respondents reported experiencing the most serious form of sexual harassment, actual or attempted rape or assault.

The most frequent perpetrators of sexual harassment for female enlisted victims were coworkers, "others" for male enlisted victims, and supervisors (either immediate or higher-level) for female officer victims. In addition, the majority of female and male enlisted victims were harassed by another enlisted service member; female officer victims reported other officers as the most frequent perpetrators of sexual harassment.

The two most common actions victims took after being sexually harassed were to avoid the perpetrator(s) and/or to tell the person(s) to stop. A small percentage of victims reported the harassment to their immediate supervisors, and very few people filed a grievance in response to the harassment; their reasons for not using formal channels are detailed. The effect of the sexual harassment on victims' feelings about the Navy, their command, and themselves are described.

The NEOSH sexual harassment results are compared with the U.S. Merit Systems Protection Board Surveys of sexual harassment, and the 1988 DoD Survey of Sex Roles in the Active-duty Military. These comparisons suggest that different rates obtained by these surveys are due to differences in survey methodology. Questions are raised concerning what is the most accurate methodology of measuring and reporting rates of sexual harassment.

Recommendations

Based on the findings, the following recommendations are made:

1. PERS-61 promulgate the survey findings to make commanding officers aware that sexual harassment continues to be a significant problem. Suggested methods for delivery of the findings include naval messages, Navy News, Captain's Call, or the Plan of the Day.
2. Integrate the survey findings into Command Training Team instructor training conducted at Chief of Naval Education and Training (CNET) Command Managed Equal Opportunity (CMEO) training sites. Also, integrate the survey findings into training given by independent Equal Opportunity Program Specialists authorized to deliver CMEO training.
3. Continue biennial administration of the NEOSH to monitor the forms and frequency of sexual harassment.
4. Analyze trends in the occurrence of sexual harassment, and integrate these findings into the Navy Affirmative Action Plan.
5. Continue to include sexual harassment as a Chief of Naval Operations Special Interest Item for inspections.

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INTRODUCTION

Problem

Sexual harassment continues to be a prevalent organizational problem as we enter the 1990s. It occurs in both civilian and military organizations, involving both female and male employees, although primarily being targeted towards women. The estimated costs resulting from sexual harassment due to lowered morale and productivity, transfers and retraining, and ultimately turnover, are staggering. "Sexual harassment cost the Federal Government an estimated \$267 million during the study period of May 1985 through May 1987. These figures represent the costs of replacing employees who left their jobs (\$36.7 million); paying sick leave to employees who missed work (\$26.1 million); and reduced individual and work group productivity (\$204.5 million)" (U.S. Merit Systems Protection Board, 1988, p. 39).

The Navy has not escaped this problem. The Navy has issued policy statements concerning the prevention of sexual harassment and delivered training to educate personnel concerning the Navy's policy on sexual harassment. Despite these efforts, there are indications from the Defense Advisory Committee on Women in the Services (DACOWITS), Navy blue ribbon study groups, newspaper accounts, and anecdotal reports that sexual harassment remains a wide-spread problem. During 1990, some of the most serious cases of sexual harassment involving actual and attempted rape or assault have been reported by the media. Such reports have raised awareness of the existence of sexual harassment, and have focused attention on the subtler issue of what constitutes sexually harassing behavior (Donovan, 1990; Glionna, 1990; Kreisher, 1990; Mitchell, 1990).

Attempts to deal with sexual harassment and to evaluate the effectiveness of policies aimed at eradicating it have been hampered by the lack of scientifically-based occurrence data. Recognizing the need for accurate estimates of sexual harassment, the Progress of Women in the Navy Study Group (Chief of Naval Operations, 1987) recommended that a survey of sexual harassment be developed and administered Navy-wide.

Purpose

The purposes of this effort were to: (1) establish initial rates of the forms and frequency of sexual harassment, (2) describe characteristics of victims and perpetrators of sexual harassment, and (3) determine the actions and outcomes following experiences of sexual harassment.

BACKGROUND

The following discussion will briefly review the definition of sexual harassment, federal government studies of sexual harassment, and studies of sexual harassment conducted with military populations.

The Definition of Sexual Harassment

Defining exactly what behaviors constitute sexual harassment has been a difficult and evolving process. As Wilds (1990) pointed out, definitions of sexual harassment range from a rather narrow scope of behaviors including only sexually explicit advances, to very broad definitions

encompassing all gender-related comments and behaviors that could create a hostile work environment. The issue of what constitutes sexual harassment has been debated for the last decade, resulting in conflicting data on its occurrence, as well as confusion on what behaviors and circumstances constitute sexual harassment.

The difficulty in clarifying the definition of sexual harassment reflects the fact that perceptions of what sexual harassment is differ from one individual to the next, and across genders. "Behavior that is perceived as sexual harassment by one individual might be casually shrugged off or even viewed positively by others" (Terpstra & Baker, 1986, p. 23). This difference in interpretation of unwanted sexual behaviors is the cornerstone of the debate on the definition of sexual harassment: it is likely that there will never be unanimous agreement regarding exactly what is and what is not sexual harassment. Whether or not a behavior is labeled sexual harassment depends on a variety of variables, such as the context in which it occurs, the form and frequency of the unwanted sexual behavior, and personal characteristics of the victim and perpetrator. With further research and case law (such as the recent federal court finding that sexual harassment of female workers occurred at the Jacksonville Shipyards, Inc. where male workers had displayed sexually explicit pictures of women (Lewin, 1991)), our understanding of what constitutes sexual harassment will continue to evolve.

Within the military setting, another approach to understanding the Navy's definition of sexual harassment is through the systems set up to discipline individuals who engage in such behavior. Navy instructions provide that sexual harassment be dealt with under the Uniform Code of Military Justice (UCMJ), when appropriate, as well as through established grievance procedures. When treated as an offense under the UCMJ, sexual harassment may be charged under a variety of Articles, ranging from 117, Provoking Speeches and Gestures, to 120, Rape and Carnal Knowledge, to 134, the General Article (Reily, 1980). The use of a number of different UCMJ Articles to deal with sexual harassment offenses has made it very difficult to use Navy disciplinary records to derive clear-cut definitions or accurate rates of sexual harassment. The fact that victims of sexual harassment fail to report many offenses limits the usefulness of UCMJ data even further.

Sexual Harassment in the Federal Government: The U.S. Merit Systems Protection Board (MSPB) Surveys

The MSPB was the first federal agency to establish the frequency of sexual harassment reported by civilian workers in a variety of governmental departments and offices (U.S. Merit Systems Protection Board, 1981). Besides developing a system to categorize different types or forms of sexual harassment, the Board's initial survey provided a baseline against which to measure progress in reducing sexual harassment. Respondents reported on the occurrence of sexual harassment during the time period from mid-1978 through mid-1980. The survey helped clarify who in the federal government had been involved in sexual harassment, and provided information on the experiences and actions of harassment victims.

The MSPB found that 42 percent of the female respondents and 15 percent of the male respondents had been sexually harassed within the 2-year study period (U.S. Merit Systems Protection Board, 1981). Sexual harassment rates for Department of the Navy civilians (44% for women, 14% for men) were comparable to the rates for federal civilian employees overall. Many of the surveyed workers had experienced sexual harassment repeatedly, demonstrating that the

frequency of occurrence in addition to the type of behavior must be taken into account when assessing sexual harassment. The study also found that as the severity of sexual harassment behaviors increased, the frequency decreased (U.S. Merit Systems Protection Board, 1981).

Several years later the MSPB administered a second survey to determine if any changes had occurred since the original 1980 survey (U.S. Merit Systems Protection Board, 1988). The second survey covered the time period from mid-1985 through mid-1987. The overall frequency rates were almost identical to those found in the earlier study. However, respondents to the second survey were more apt to consider the six types of listed behaviors as sexual harassment than were those in the first survey. This increase suggested that awareness of what constitutes sexual harassment had changed, possibly due to training.

The percentage of female Navy civilian worker respondents who were sexually harassed increased from 44 percent to 47 percent across surveys, while the male percentage remained the same at 14 percent. In addition, the most serious form of sexual harassment, actual or attempted rape or assault, occurred at about the same frequency as in the earlier survey (0.8% for women in the first survey versus 1.0% in the second; 0.3% for men in both surveys). Thus, although each of the federal agencies or departments had issued policies prohibiting sexual harassment and had begun training to prevent it, the survey found no real decrease in occurrence.

Both MSPB reports stated that women were much more likely to be sexually harassed than men. Certain women were especially likely to be targets of harassment: those who worked in a predominantly male environment, those with a male immediate supervisor, those who held a nontraditional job (often coinciding with a predominantly male environment), and those who were single or divorced and between the ages of 20 and 44. Male victims tended to be divorced or separated, between the ages of 20 and 44, working in office/clerical or trainee positions, and working in a predominantly female work environment or having a female supervisor (U.S. Merit Systems Protection Board, 1988). Co-workers (41% for females, 47% for males) or other employees (37% for females, 40% for males) were most often the harassers, followed by immediate or higher-level supervisors (31% for females, 22% for males). The survey in 1987 did not ask respondents about the gender of the perpetrator of the sexual harassment.

The 1988 MSPB survey also found that almost all the victims used informal methods to deal with sexual harassment experiences. The four most common responses for both men and women after experiencing sexual harassment were: (1) to ignore the behavior or do nothing, (2) to avoid the person(s), (3) to ask/tell the person to stop, and (4) to make a joke of the behavior. The most effective action reported by both men and women who were sexually harassed was to ask/tell the person to stop. The report noted that "...victims are more likely to take informal actions-actions largely short of 'going on the record' -in response to sexual harassment" (U.S. Merit Systems Protection Board, 1988, p. 23).

Five percent of both female and male victims took formal action against the perpetrator, and most of those who did reported that their actions were not very effective. Only those victims who requested an investigation by an outside agency found that this formal action made things better. The three most frequent reasons victims gave for not taking formal action were that they saw no need to report the incident, they thought it would make their work situation unpleasant, and they did not think anything could be done.

The MSPB (1988) report acknowledged that there continues to be confusion and disagreement over what constitutes sexual harassment. "Part of this disagreement may well stem from the fact that whether an action or behavior constitutes sexual harassment depends not only on the intent of the person taking the action, but also on the perceptions of those affected by it" (U.S. Merit Systems Protection Board, 1988, p. 45). The report concluded that "sexual harassment is still a pervasive, costly, and systemic problem within the Federal workplace" (U.S. Merit Systems Protection Board, 1988, p. 4).

Sexual Harassment in the Military

With the movement to an all-volunteer force, together with policy changes that opened new career paths to women, the representation of women in the military has grown from 2 percent during World War II ("Fifty Years," 1990) to 10.1 percent in the Navy and 13.9 percent in the Air Force today ("Easy Task," 1990).¹ Not only have women in the military worked in the more traditional job areas, such as nursing and administration, but they have in increasing numbers entered nontraditional jobs--those historically occupied by men. These major changes in the composition of military personnel have brought the problem of sexual harassment of active duty service members to the forefront.

The early focus of Navy policy makers in response to the problem of sexual harassment was on developing strategies to combat it (Carey, 1982). It was decided that training on the prevention of sexual harassment should be implemented through existing human resource training programs. The Bureau of Naval Personnel was responsible for providing materials and information on sexual harassment to trainers and human resource managers. Carey's *Sourcebook on Sexual Harassment* (1982) served as a basic document to clarify what constituted sexual harassment and to provide examples of its different forms. The Sourcebook noted that the profile of the typical female victim of sexual harassment was very similar to that of the typical Navy woman at the time: young, in a relatively low status position, and working with a predominantly male work force. Carey discussed methods for reducing sexual harassment, provided an extensive reference list, and recommended several training documents be developed specifically to eliminate this problem.

At this time two Navy officers at the Naval Postgraduate School undertook studies to measure the amount and types of sexual harassment experienced by women in the Navy. Reily (1980) surveyed 90 enlisted women and interviewed 14 female officers concerning their perceptions of the existence and effects of sexual harassment. Reily found that approximately 60 percent of those surveyed had experienced some form of physical sexual harassment from peers, and 28 percent reported this type of harassment from supervisors or superiors.

A subsequent study by Coye (1983) further expanded knowledge of sexual harassment of women in the Navy. Coye noted that the Navy's updated definition of sexual harassment in OPNAVINST 5350.5 of 12 November 1982 included the Equal Employment Opportunity Commission's (EEOC) statement that sexual harassment can create an intimidating, hostile, and offensive environment. She highlighted the importance of the word "environment" in the updated definition, particularly in regards to its application to the Navy setting.

¹Note that there is a limit on the billets women can fill, which limits the percentage of women in the active duty military.

An additional strength is the third part of the definition, which allows the word 'environment' to stand alone without 'work setting' attached to it. The Navy environment can include much more than the narrowly defined work environment many civilians live in. It can include the base (Navy housing, the barracks, the mess hall, etc.) as well. This expanded definition of environment becomes even clearer in overseas or isolated duty stations, where the base becomes the focus for the majority of activities both on and off duty. Therefore, this definition gives commands the authority to deal with behaviors considered unacceptable even if they don't occur in the traditional work setting (Coye, 1983, p.17).

Coye (1983) administered a survey to a random sample of 322 Navy women, both enlisted and officer, to gauge the amount of sexual harassment in the Navy. Overall, 84 percent of the respondents said they had experienced one or more of the forms of sexual harassment while in the Navy. Coye concluded that "... sexual harassment and rape are significant problems in the Navy, especially overseas" (Coye, 1983, p. 2). Although the findings of these studies could not be generalized to the entire Navy population, they represent initial attempts to gauge the amount and types of sexual harassment in the Navy.

The Department of Defense (DoD) Task Force on Women in the Military

During the late 1980s, pressure increased in the military services to address the issue of sexual harassment due to concerns that were being raised by the DACOWITS. In September 1987, the Secretary of Defense convened a Task Force on Women in the Military to look at issues related to the integration of women in the armed forces. One of those issues was sexual harassment. The Task Force found that sexual harassment was a significant problem in all the services, despite policy statements and training programs initiated to eliminate it. Recommendations made to the Secretary of Defense included: (1) administering a survey of sexual harassment in the military, (2) requiring the adoption of a standardized definition of sexual harassment, and (3) improving the training and enforcement procedures (Department of Defense, 1988). Subsequently, the DoD issued a Memorandum to all services (Secretary of Defense, 1988)² instructing them to amend their policies and regulations to include the DoD's definition of sexual harassment for both military and civilian personnel. In addition, the Secretary of Defense directed that sexual harassment be included in audits conducted by the Inspector General, and that violations of policy be reflected in performance ratings.

The 1988 DoD Survey of Sex Roles in the Active-duty Military

The DoD-mandated survey of sexual harassment was administered in 1988, and constituted the largest and most comprehensive study of sexual harassment ever conducted. Questionnaires were sent to 38,000 military personnel in the Army, Navy, Air Force, Marine Corps, and Coast Guard (20,250 questionnaires were returned) (Martindale, 1990; Schmitt, 1990). The results reflected incidents that took place from December 1987 to December 1988.

The DoD survey found that 64 percent of female and 17 percent of the male respondents (officers and enlisted combined) had experienced at least one form of sexual harassment at least

²Secretary of Defense. (1988, July 20) MEMORANDUM Subj: *DoD Definition of sexual harassment*. Washington, DC: Department of Defense.

once in the 1-year survey period. For both genders, the most common form of sexual harassment was verbal, such as teasing, jokes, remarks, or questions (52% of female respondents, 13% of male respondents). In addition, 56 percent of all victims stated that they had experienced three or more forms of sexual harassment, discounting the belief that victims generally experience only one form of harassment. Five percent of the female respondents and 1 percent of the male respondents reported being victims of actual or attempted rape or assault (Martindale, 1990).

The survey's results confirmed some of the previously discussed findings regarding the characteristics of sexual harassment victims: both male and female victims tended to have fewer years of active service than those who were not harassed, and were more likely to be enlisted personnel rather than officers. The DoD survey compared the number of victims that were racial/ethnic minorities to the racial/ethnic composition of the respondents from the four services. This comparison found that female victims were less likely to be racial/ethnic minorities compared to their representation among the respondents, whereas the male victims were somewhat more likely to be racial/ethnic minorities.

The DoD report stated that the perpetrators of sexual harassment were most often members of the opposite sex acting alone, although in almost one quarter of the incidents multiple perpetrators were involved (Martindale, 1990). The female victims' responses indicated that 75 percent of the time they were sexually harassed by men acting alone, 22 percent of the time they were sexually harassed by more than one man, and 1 percent of the victims reported harassment by other women. Male victims most commonly reported being sexually harassed by women acting alone (50%), with 10 percent experiencing sexual harassment by more than one woman, and 31 percent reported being sexually harassed by other men acting alone or with other men. Military co-workers were identified as perpetrators of sexual harassment by 45 percent of both male and female victims. Forty-two percent of the female victims and 18 percent of the male victims reported that they were sexually harassed by individuals above them in the chain of command, either immediate supervisors or higher-level military personnel.

Only 10 percent of the female victims and 8 percent of the male victims took formal action against their perpetrator(s), a finding consistent with the MSPB results. Sixty-four percent of both male and female victims who did not take formal action reported that they did not do so because they took care of the problem or thought they could take care of the problem themselves. Women were almost twice as likely as men to report expecting negative or no outcomes as the reason for not taking formal action.

The Progress of Women in the Navy Study Group

Efforts were also underway in the Navy to address the issue of sexual harassment. The 1987 Study Group on the Progress of Women in the Navy was tasked by the Secretary of the Navy to conduct an in-depth review of women's career issues, including an attempt to assess the extent of real and perceived sexual harassment in the Navy. Members of the study group conducted interviews with Navy men and women in ten locations worldwide. Over half of the 1400 women interviewed had been victims of some form of sexual harassment while in the Navy (Chief of Naval Operations, 1987). Nearly all of the women indicated they had observed some form of sexual harassment since joining the Navy. The study group found that women were reluctant to report sexual harassment incidents because they lacked confidence in the grievance procedures. The

study group cautioned that the data were from groups of service members who were not truly representative of the Navy, and thus the obtained rates of sexual harassment could not be generalized to the Navy overall.

The study group recommended that the Chief of Naval Operations (CNO): (1) continue to emphasize a "zero tolerance" policy for sexual harassment, (2) initiate a biennial Navy-wide sexual harassment survey to establish rates of sexual harassment, (3) publicize the Inspector General's Fraud, Waste, and Abuse Hotline as an avenue to report sexual harassment, (4) require shore stations to appoint a qualified person to provide counseling on a collateral duty basis to assist commands in resolving sexual harassment problems, and (5) include prevention of sexual harassment as a CNO Special Interest Item and as an area for review during inspections (Chief of Naval Operations, 1987).

In response to these recommendations, the CNO issued a naval message in March 1988 to reemphasize the Navy's policy toward sexual harassment. The CNO stated that any form of sexual harassment is unacceptable and that each command would conduct additional training on the recognition and prevention of sexual harassment for all military and civilian personnel by 1 July 1988. The study group's recommendation regarding a survey was also implemented when the Navy Personnel Research and Development Center was tasked to develop and administer a Navy-wide sexual harassment survey. This survey is to be conducted on a biennial basis as part of the Navy's Equal Opportunity Survey. The development, first administration, findings, and implications of the sexual harassment portion of the survey are described in the following sections. The equal opportunity climate results from the survey are reported in Rosenfeld, Culbertson, Booth-Kewley, & Magnusson (in process).

METHOD

Sexual Harassment Survey Development

The sexual harassment survey questions (see Appendix) comprised the second part of the Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey that was administered in September 1989³. The sexual harassment portion of the NEOSH covered three areas: perceptions about sexual harassment, the forms and frequency of sexual harassment incidents, and the actions and effects resulting from sexual harassment experiences.

While the sexual harassment survey was modeled after both the MSPB sexual harassment and the DoD sex roles surveys, it was tailored to capture the unique experiences of Navy life. It also took a different approach to assessing the overall occurrence of sexual harassment among the Navy population.

Unlike both the earlier surveys, the NEOSH survey began by presenting the official DoD definition of sexual harassment from the Secretary of Defense's Memorandum 37723 of 20 July 1988, which states:

³The initial survey was titled the Navy Equal Opportunity Survey. For future administrations, this survey will be called the Navy Equal Opportunity/Sexual Harassment Survey (NEOSH). This report will refer to the initial survey as the NEOSH.

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career, or
- (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- (3) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

Although this definition is complex, the reliability of the survey results would suffer unless respondents had a common frame of reference and unambiguous guidelines regarding what is officially considered to be sexual harassment. In addition to the definition, a statement was added to clarify that both men and women can be victims of sexual harassment, both women and men can be sexual harassers, and that people can sexually harass persons of their own sex.

All respondents were asked to agree or disagree, using a five-point Likert scale, with five statements addressing issues related to sexual harassment in the Navy. Respondents were then asked: (1) "During the past year, have you been sexually harassed while on duty?" and (2) "During the past year, have you been sexually harassed on base or ship while off duty?" The broader interpretation of work environment was used "because people in the active military are essentially on call 24 hours per day, [and] work related sexual harassment could potentially occur in a variety of different settings not typical of a civilian's job experiences...in an office building, in an open work area, on base grounds, in the field/at sea. . ." (Pryor, 1988, p. 9). This broadened scope recognizes and accommodates the Navy's unique situation (e.g., aboard ships) where members work, live, and relax in the same environment. The commanding officer (CO) is responsible for the welfare of his or her personnel while on base or ship, whether engaged in work or social activities. This interpretation may also be relevant to the other military services.

Respondents who answered "no" to both of the questions listed above were finished with the survey. Those who answered in the affirmative to either or both of these questions were asked what forms of sexual harassment they had experienced during the past year. The eight categories of unwanted sexual behaviors used in the DoD survey were listed. A five-point response scale was provided to indicate the frequency of the experienced behavior, ranging from "Never" to "Once a week or more." Respondents were then instructed to pick the one sexual harassment experience during the past year that had had the greatest effect on them, and to answer several questions about this experience. The questions included: who was the perpetrator(s) of the sexual harassment, what changes occurred and what actions did they take after the sexual harassment experience, and what the effects of the experience were on a variety of factors, including their feelings about the Navy, their command, and themselves.

Survey Sample and Administration

The sample was made up of active duty enlisted (E-2 through E-9) and officer (W-2 through O-6) personnel. Since the survey was intended to measure both perceptions about equal opportunity and the frequency of sexual harassment, the sample was stratified on gender (male and female), racial/ethnic group (Black, Hispanic, and White/Other), and on officer versus enlisted status. This design allowed generalizing the results to the corresponding populations in each of the 12 resulting groups within plus or minus 5 percent at a 95 percent level of confidence. Within the stratifications, sampling was random.

A total of 10,070 questionnaires were mailed directly to Navy members at their duty stations around the world. The survey was anonymous to ensure confidentiality and encourage honest responses. Each questionnaire had a cover letter from the Chief of Naval Personnel emphasizing the importance of the survey, and encouraging the individual to complete and return the questionnaire. Follow-up postcards were sent approximately 1 month after the initial mailing to urge all members of the sample to return the questionnaire. Data collection lasted for 3 months. By the cutoff date, 5,619 completed questionnaires had been returned. After adjusting for the number of undeliverable questionnaires, the corrected response rate was 60 percent.

Data Weighting and Analysis

Post-stratification weighting of the data by paygrade, gender, and racial/ethnic group was performed so that the respondents would accurately reflect the proportions of these groups in the Navy population at the time of survey administration. All reported results are based on the weighted data. The data reported here are descriptive in nature, and in general, statistical significance tests were not conducted. For clarity of presentation, responses to items using five-point Likert scales were collapsed into three categories: "agree," "neither agree nor disagree," and "disagree." Many of the survey questions allowed for multiple responses, so response percentages for those questions sum to greater than 100 percent.

RESULTS

Two conventions will be used in reporting the survey results; "respondents" refers to all individuals who completed surveys and mailed them back, whereas "victims" includes only those respondents who said they had been sexually harassed during the 1-year survey period. Data are reported for both females and males, but the responses of women are reported in more detail because of their much higher rate of sexual harassment.

Forms and Frequency of Sexual Harassment

After reading the definition of sexual harassment, respondents were asked if they had been sexually harassed during the past year (extending from approximately October through December 1988 to October through December 1989) while on duty, or on base or ship while off duty. Table 1 shows the number of respondents and the percentage of each respondent group who had been sexually harassed, together with the sampling error for each estimate at the 95 percent level of confidence. Forty-two percent of female enlisted and 26 percent of female officer respondents indicated that they had been sexually harassed during the 1-year survey period while on duty, or on base or ship while off duty. Very small percentages of the male enlisted (4%) and male officers (1%) reported being sexually harassed during the 1-year period.

Table 1
Rates of Sexual Harassment Reported by Population Group

	<i>n</i>	Percent (%)	Sample Error
Female Enlisted	1740	42	($\pm 2.0\%$)
Female Officer	848	26	($\pm 3.0\%$)
Male Enlisted	1692	4	($\pm 1.0\%$)
Male Officer	1256	1	($\pm 0.5\%$)

The results concerning the forms and frequency of the eight categories of sexual harassment behaviors for female enlisted victims are shown in Table 2. The Table shows two kinds of percentages. The first column of the Table displays the percentage of female enlisted respondents who experienced each form of harassment at least once or more. The sampling error for the percentage of respondents data was ± 2 percent or less at the 95 percent confidence level. The remaining columns show the percentage of female enlisted victims who experienced each form of harassment by frequency. Generally, as the harassment became more severe in nature, both its reported occurrence and frequency decreased. The most commonly experienced forms of sexual harassment were unwanted sexual teasing/jokes/remarks/questions, unwanted sexual looks/staring/gestures, and unwanted sexual whistles/calls/hoots/yells. In addition, 6 percent of enlisted respondents and 1 percent of officer respondents reported experiencing the most serious form of sexual harassment, actual or attempted rape or assault.

Table 2
Form and Frequency of Sexual Harassment Behaviors
Directed Toward Female Enlisted Personnel

	Percent of Respondents	Percent of Victims				
		Never	Once	Once per month	2-4 Times per month	Weekly
Unwanted sexual teasing, jokes, remarks, or questions	39%	6%	7%	23%	28%	36%
Unwanted sexual looks, staring, or gestures	37%	10%	8%	19%	24%	39%
Unwanted sexual whistles, calls, hoots, or yells	36%	14%	9%	24%	25%	27%
Unwanted deliberate touching, leaning over, cornering, or pinching	29%	31%	18%	22%	16%	13%
Unwanted pressure for dates	27%	35%	14%	22%	15%	14%
Unwanted letters, phone calls, or materials of a sexual nature	17%	59%	18%	13%	6%	4%
Unwanted pressure for sexual favors	14%	66%	13%	11%	5%	5%
Actual or attempted rape or assault	6%	85%	13%	2%	0%	0%

Similar data are presented for female officers in Table 3. The first column of the Table displays the percentage of female officer respondents who experienced each form of harassment at least once or more. The sampling error for the percentage of respondents data was ± 3 percent or less at the 95 percent confidence level. The remaining columns show the percentage of female officer victims who experienced each form of harassment by frequency.

The forms and frequency of the eight categories of sexual harassment behaviors experienced by male enlisted respondents are summarized in Table 4. This Table shows both the percentage of male enlisted respondents and male enlisted victims who experienced each form of harassment. Only 74 enlisted men indicated that they had been sexually harassed during the past year. The sampling error for the percentage of respondents data was ± 3 percent or less at the 95 percent confidence level. By very narrow margins, the most common forms of sexual harassment for men were unwanted sexual teasing/jokes/remarks/questions and unwanted deliberate touching/leaning over/cornering/pinching. Only 0.4 percent of all enlisted respondents reported experiencing actual or attempted rape or assault. These data should be viewed with caution because of the small number of victims. Only 17 male officers reported sexual harassment, and thus the small numbers precluded conducting additional breakdowns.

Table 3
Form and Frequency of Sexual Harassment Behaviors
Directed Toward Female Officer Personnel

	Percent of Respondents	Percent of Victims				
		Never	Once	Once per month	2-4 Times per month	Weekly
Unwanted sexual teasing, jokes, remarks, or questions	23%	13%	8%	38%	24%	17%
Unwanted sexual looks, staring, or gestures	18%	29%	10%	31%	17%	13%
Unwanted sexual whistles, calls, hoots, or yells	17%	36%	14%	32%	14%	4%
Unwanted deliberate touching, leaning over, cornering, or pinching	13%	50%	25%	15%	8%	2%
Unwanted pressure for dates	10%	62%	14%	16%	5%	3%
Unwanted letters, phone calls, or materials of a sexual nature	6%	77%	8%	12%	3%	0%
Unwanted pressure for sexual favors	3%	90%	3%	5%	1%	1%
Actual or attempted rape or assault	0.9%	97%	2%	1%	0%	0%

Table 4
Form and Frequency of Sexual Harassment Behaviors
Directed Toward Male Enlisted Personnel

	Percent of Respondents	Percent of Victims				
		Never	Once	Once per month	2-4 Times per month	Weekly
Unwanted sexual teasing, jokes, remarks, or questions	3%	27%	9%	14%	16%	34%
Unwanted sexual looks, staring, or gestures	2%	45%	9%	19%	11%	16%
Unwanted sexual whistles, calls, hoots, or yells	2%	52%	12%	10%	5%	21%
Unwanted deliberate touching, leaning over, cornering, or pinching	3%	36%	18%	12%	17%	17%
Unwanted pressure for dates	2%	63%	12%	17%	5%	3%
Unwanted letters, phone calls, or materials of a sexual nature	1%	67%	16%	12%	1%	4%
Unwanted pressure for sexual favors	1%	74%	11%	7%	0%	8%
Actual or attempted rape or assault	0.4%	92%	8%	0%	0%	0%

Characteristics of Victims of Sexual Harassment

Analyses were performed to determine the role of paygrade in sexual harassment. Junior enlisted women were more likely than more senior women to experience sexual harassment. Figure 1 shows the percentage by pay group of enlisted respondents who reported they had experienced at least one of the eight forms of sexual harassment at least once during the past year. As can be seen for both males and females, the occurrence of sexual harassment decreased as paygrade increased. The sampling error for these groups of enlisted women was ± 6 percent or less and ± 3 percent or less for the enlisted men at the 95 percent level of confidence. Lower ranking officers also experienced more sexual harassment than higher ranking officers, as is presented in Figure 2. The sampling error for these groups of officer women was ± 5 percent or less and ± 1 percent or less for the male officers. The male data should be interpreted with caution since the numbers in these groups are small.

To investigate the role of racial/ethnic group, the percentages of White, Black, and Hispanic female respondents who experienced one or more of the eight forms of sexual harassment at least once were compared. Different patterns were found for female officer versus enlisted respondents, as is shown in Figure 3. For the enlisted respondents, the White and Hispanic rates (45% and 44% respectively) were higher than the Black rate (33%). The sampling error for these percentages was ± 5 percent or less at the 95 percent level of confidence. Statistical comparison of the proportion harassed found a significant difference among the three groups [X^2 (2, $N = 1,682$) = 19.86, $p < .001$]. Pair-wise comparisons found significant differences between White and Black women [X^2 (1, $N = 1,246$) = 18.25, $p < .001$], and between Hispanic and Black women [X^2 (1, $N=968$) = 11.20, $p < .001$] on the proportion sexually harassed.

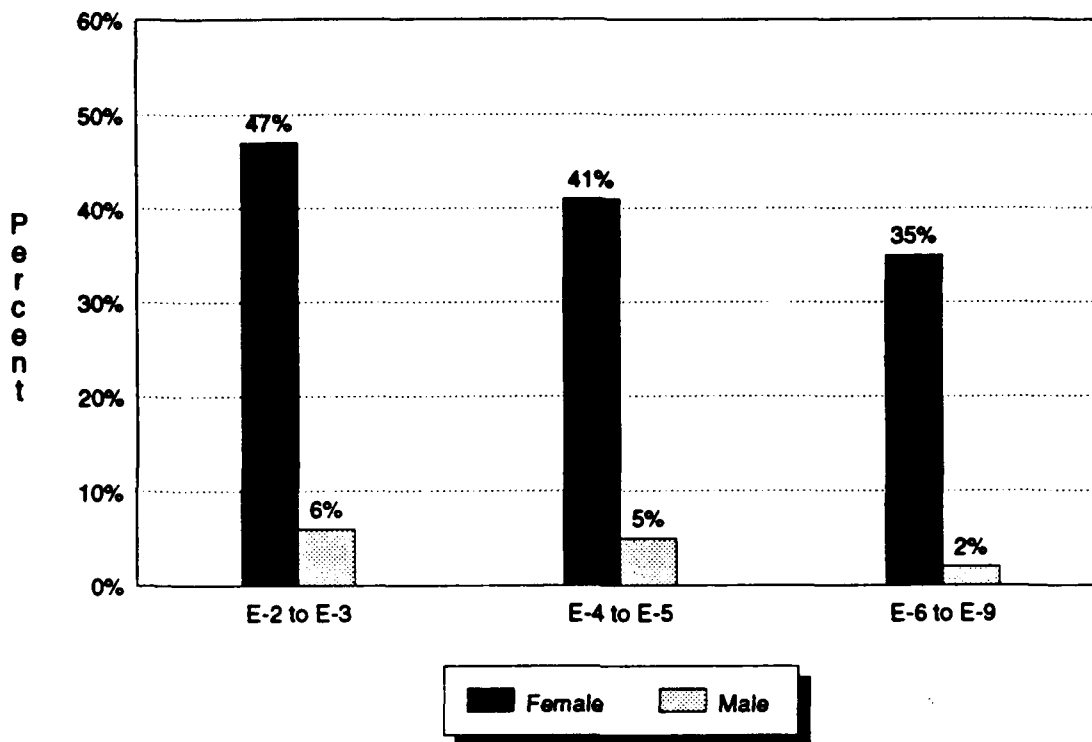


Figure 1. Percentage of enlisted respondents who experienced any form of sexual harassment at least once by pay group.

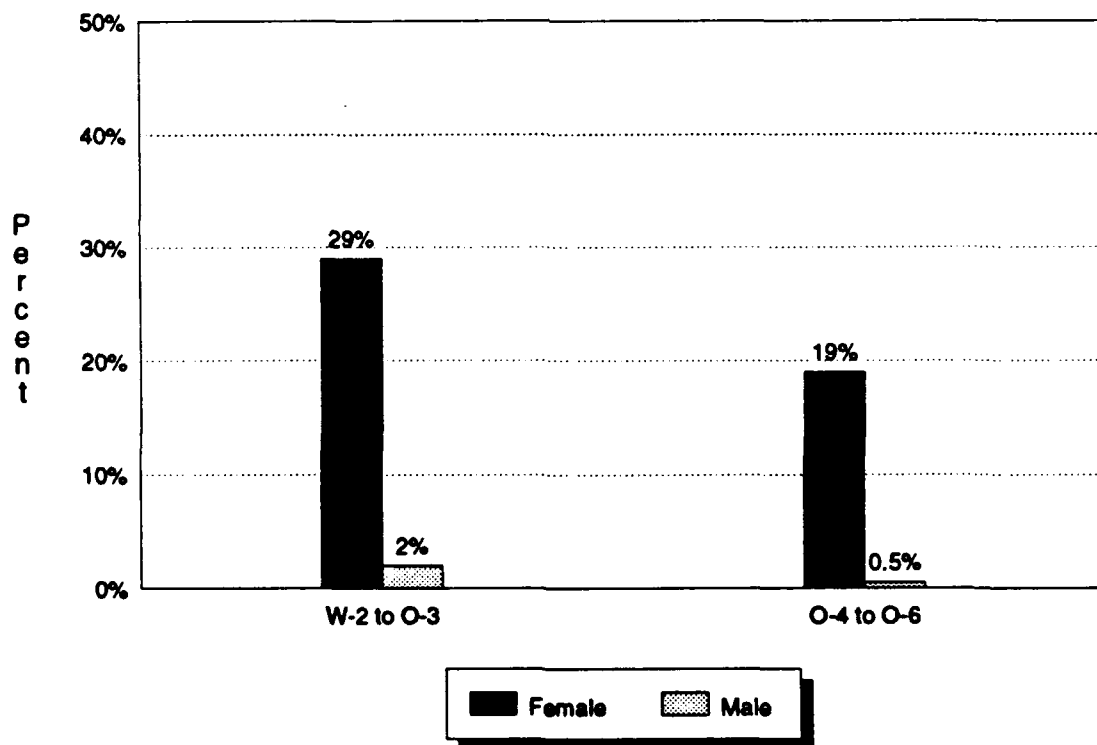


Figure 2. Percentage of officer respondents who experienced any form of sexual harassment at least once by rank group.

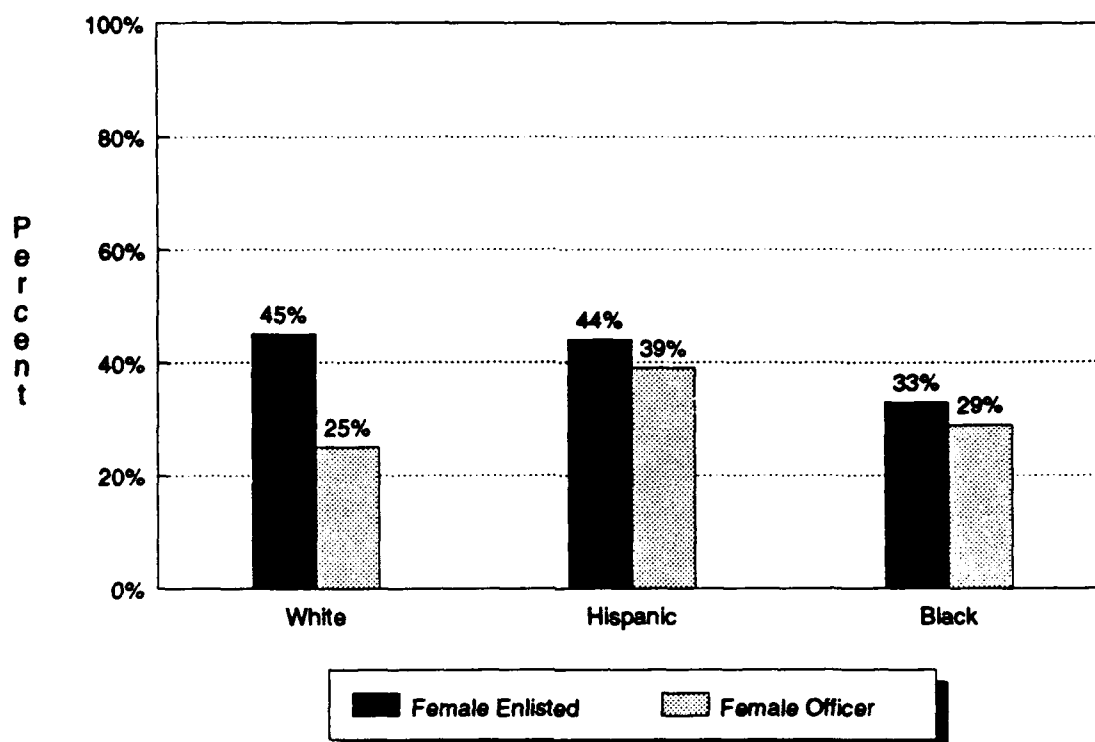


Figure 3. Percentage of female respondents who experienced any form of sexual harassment at least once by racial/ethnic group.

For female officers, the highest percentage who experienced sexual harassment were Hispanics (39%), while Black (29%) and White (25%) percentages were lower. The sampling error for these percentages ranged from a high of ± 10 percent for Hispanic officers to a low of ± 4 percent for the White officers. Statistical comparison of the proportions found a significant difference among the groups [$\chi^2 (2, N = 825) = 8.10, p < .05$]. Pair-wise comparisons found a significant difference between White and Hispanic women on the proportion harassed [$\chi^2 (1, N = 575) = 7.98, p < .01$].

The percentage of male enlisted respondents who experienced one or more of the eight forms of sexual harassment at least once were very similar across racial/ethnic groups (4% for Black, 5% for Hispanic, and 5% for White), and no significant difference was found. The sampling error for these percentages was ± 2 percent or less at the 95 percent level of confidence. The small number of male officers who were harassed did not permit analyses by racial/ethnic group.

Finally, to gain a better understanding of the characteristics of the female victims of actual or attempted rape or assault, some additional analyses were conducted. A total of 111 female enlisted respondents reported experiencing actual or attempted rape or assault. Actual or attempted rape or assault was more likely to be experienced by the most junior female enlisted personnel: 10 percent of the E-2 to E-3 female respondents experienced this harassment, compared to 5 percent of the E-4 to E-6 and 5 percent of the E-7 to E-9 women. Further analyses by racial/ethnic group of just the female enlisted victims found that 15 percent of White women experienced actual or attempted rape or assault; the corresponding percentage for both Black and Hispanic women was 16 percent. The sampling error for these percentages was ± 6 percent or less at the 95 percent level of

confidence. The small number of female officers ($n = 8$) and small number of male enlisted ($n = 6$) who reported actual or attempted rape or assault precluded additional analyses.

Specific Information About Sexual Harassment Experiences

The victims were asked to choose the one sexual harassment experience that occurred during the past year that had the greatest effect on them, and to answer some additional questions about that one experience. They were asked questions about the perpetrator(s) of the sexual harassment, actions they (victims) took after the incident, and the changes they experienced.

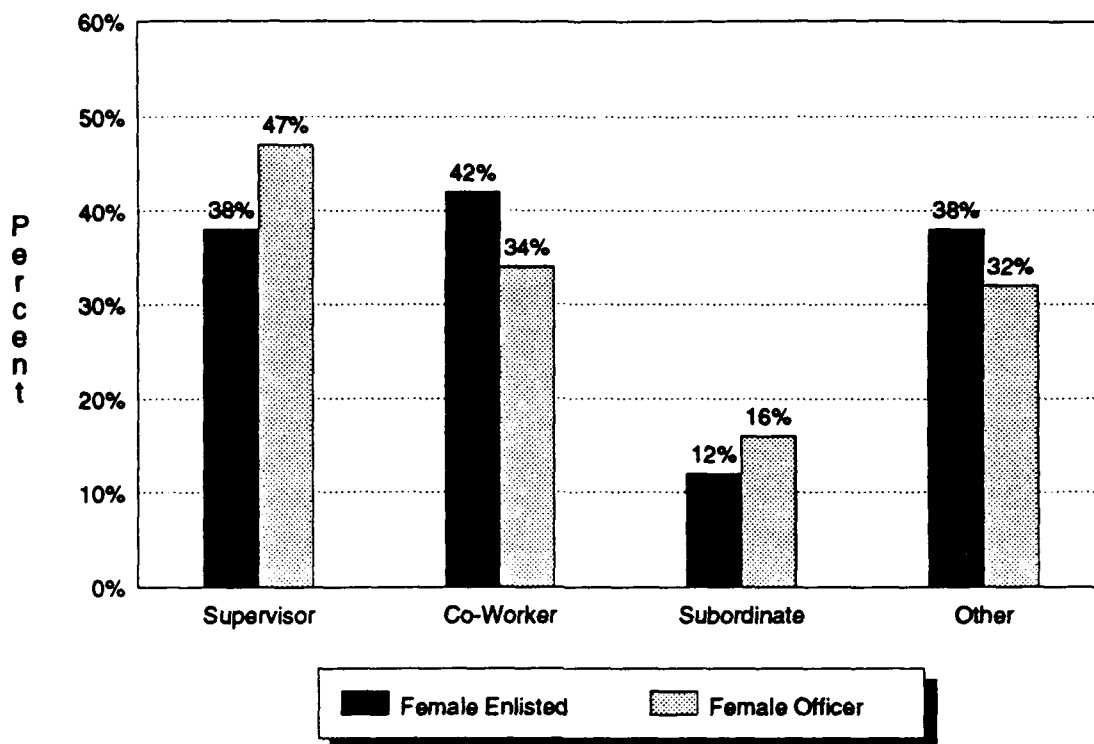
Characteristics of Perpetrators of Sexual Harassment

Practically all the female victims (99.5%) said that a male was the perpetrator of the sexual harassment. Of all the male victims who reported being harassed, 60 percent said they were harassed by women, 40 percent said they were harassed by men. When asked how many people were involved in the harassment episode, a sizeable number of all victims (48% of enlisted women, 46% of female officers, 45% of enlisted men, and 6 out of 17 male officers) replied that two or more individuals were involved.

Victims were asked to indicate whether the person(s) who sexually harassed them was an immediate supervisor, a higher-level supervisor, a co-worker, a subordinate, or "other." Respondents could check all options that applied. The results for female victims are summarized in Figure 4. For enlisted victims, co-workers were the most frequent perpetrators (42%) followed by supervisors (38%, of which 14% were immediate supervisors and 24% higher level) and "other" (38%). Percentages sum to more than 100 because of multiple responses. The sampling error for these percentages was ± 7 percent or less at the 95 percent level of confidence. For the officer victims, the largest group was harassed by supervisors (47%, of which 18% were immediate and 29% higher level). Another 34 percent reported that the harassment was by a co-worker, and 32 percent identified the perpetrator as "other." The sampling error for these percentages is ± 7 percent or less at the 95 percent level of confidence. Relatively few of the victims--12 percent of the enlisted and 16 percent of the officers--reported that the perpetrator was a subordinate.

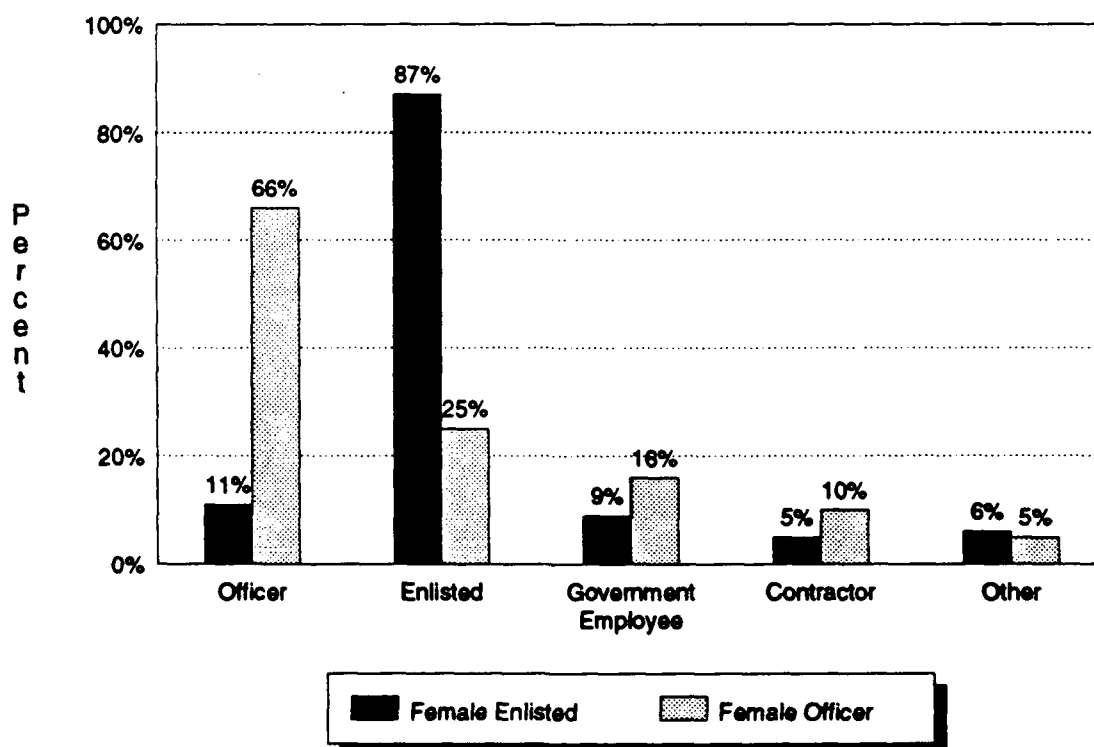
Male enlisted victims were harassed by "other" (40%), followed by a co-worker (36%), a supervisor (28%), or a subordinate (18%). The sampling error for these percentages was ± 11 percent or less at the 95 percent level of confidence. Of the 17 male officer victims, seven were sexually harassed by a subordinate, six were harassed by "other," and four were harassed by a co-worker. No male officers were harassed by a supervisor. These results should be viewed with caution because of the small number of victims.

Victims were also asked to indicate whether the perpetrator of the sexual harassment was a military officer, military enlisted, government employee, contractor, or "other." Again, they could check all options that applied. The results for female victims appear in Figure 5. The vast majority of the enlisted victims were harassed by another enlisted individual (87%). Few of the enlisted harassment cases involved an officer (11%), a government employee (9%), a contractor (5%), or "other" (6%). The sampling error for these percentages was ± 3 percent or less at the 95 percent level of confidence. In contrast, two-thirds of the officer victims were harassed by another officer (66%), while fewer said it was an enlisted person (25%), a government employee (16%), a



Note. Multiple responses allowed.

Figure 4. Organizational status of perpetrators reported by females.



Note. Multiple responses allowed.

Figure 5. Civilian/military status of perpetrators reported by females.

contractor (10%), or "other" (5%). The sampling error for these percentages was ± 6 percent or less at the 95 percent level of confidence.

The majority of the enlisted male victims were sexually harassed by enlisted personnel (82%), with only 15 percent reporting harassment by an "other" and 12 percent reporting harassment by an officer. The sampling error for these percentages was ± 9 percent or less at the 95 percent level of confidence. The male officers also reported enlisted personnel as the most frequent category of harassers ($n = 9$), and a smaller number reporting harassment by an "other" ($n = 4$) or an officer ($n = 4$). Again, the male data should be viewed with caution because of the small number of victims.

Actions Taken After the Sexual Harassment Experience

Victims were asked to indicate which of a variety of possible actions they took after the sexual harassment experience. The results for women are summarized in Figure 6. The two most common actions were to avoid the perpetrator(s) and/or to tell the person(s) to stop. Enlisted male victims responded to the sexual harassment in the same way, with 55 percent avoiding the perpetrator and 45 percent telling the perpetrator to stop the behavior. The most common actions reported by male officers were to avoid the perpetrator (10 out of 17), and to get someone else to speak to the perpetrator about the behavior (6 out of 17). A smaller percentage of both female and male victims stated that they reported the experience to their immediate supervisor (24% of female enlisted, 12% of female officers, 4% of male enlisted, 0% male officers).

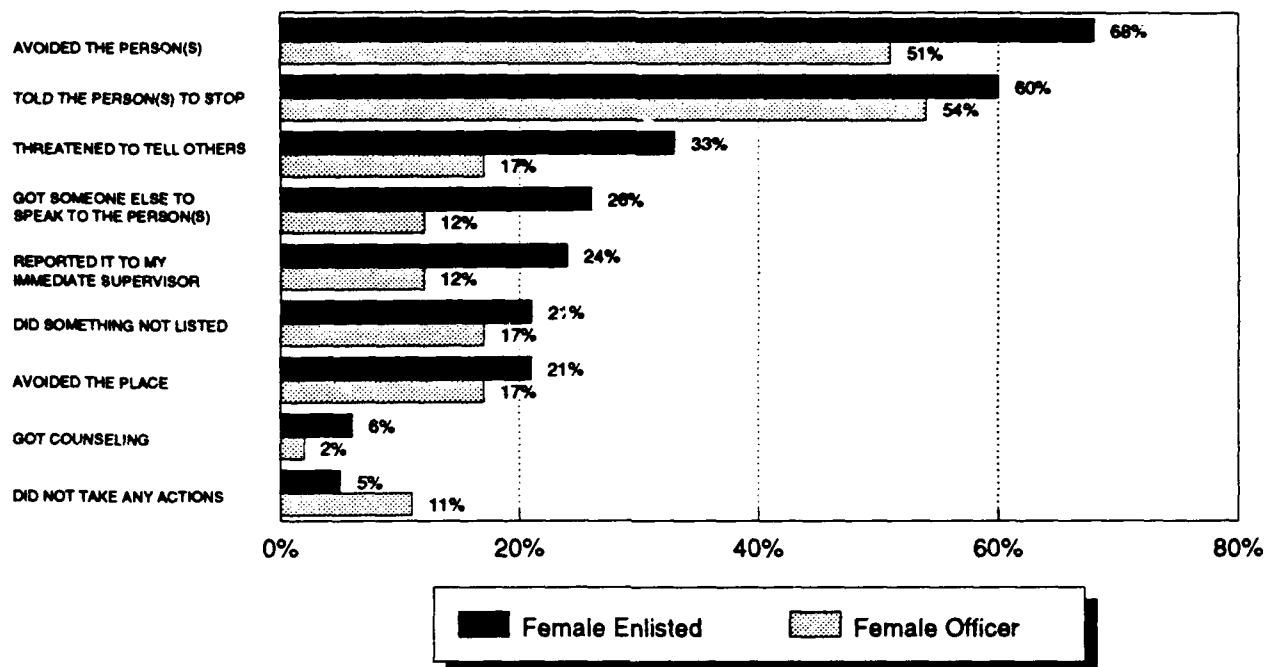
Changes Experienced After Being Sexually Harassed

Victims were also asked to indicate which of a variety of changes occurred as a result of the sexual harassment. The results for female victims are presented in Figure 7. Thirty-six percent of the enlisted victims and 46 percent of the officer victims reported no changes. However, a substantial percentage of all victims reported that people talked behind their backs (36% for enlisted, 14% for officers), and that they were humiliated in front of others (33% for enlisted, 34% for officers). In addition, some of the women reported that the harassment impacted on their careers in terms of their work assignments getting worse (15% of enlisted, 8% of officer), and their performance evaluations dropping (13% of enlisted, 7% of officers). Again, multiple responses were allowed, so the percentages do not sum to 100 percent.

The most frequent changes reported by male enlisted victims were being humiliated in front of others (42%), people talking behind their backs (38%), and people saying mean things to them (26%). The most frequent changes reported by the male officers were that people talked behind their backs (7 out of 17), and some other change not listed (8 out of 17). Again, the male data should be viewed with caution because of the small number of victims.

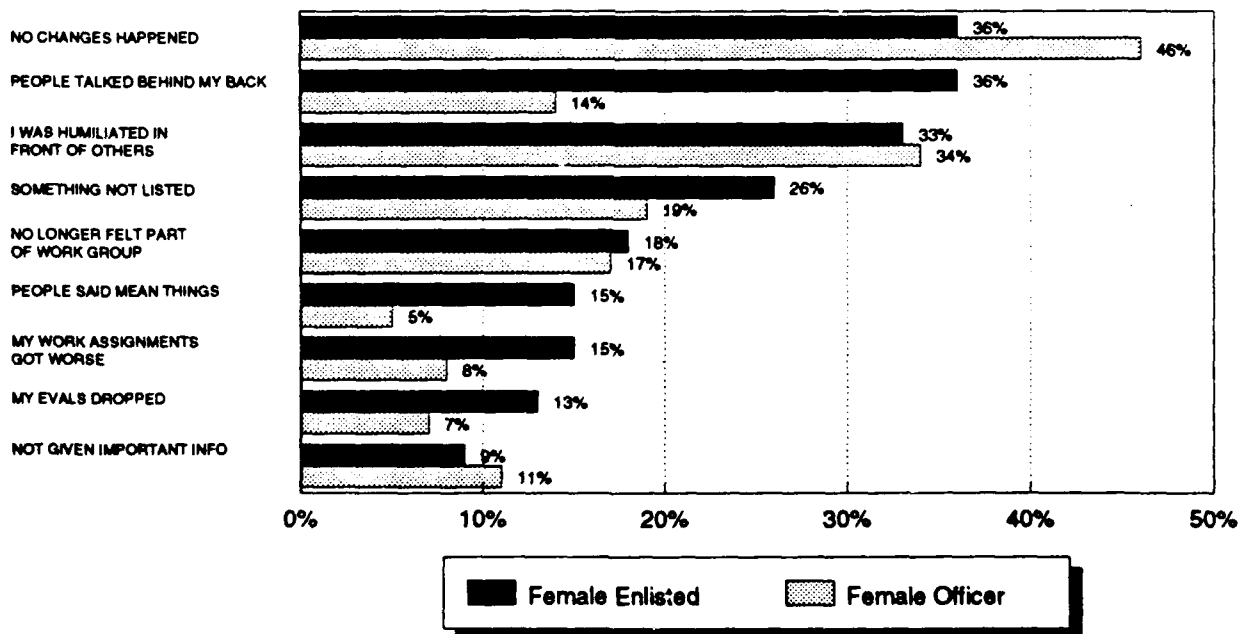
Sexual Harassment Grievances

Very few victims filed a grievance in response to the sexual harassment: 12 percent of female enlisted, 5 percent of female officers, 3 percent of male enlisted, and no male officers filed a grievance. For female victims, the most common reasons for not filing a grievance, summarized in Figure 8, were that they thought it would make their work situation unpleasant (44% for enlisted, 40% for officers), their other actions solved the problem (42% for enlisted, 43% for officers), and they did not think anything would be done (40% for enlisted, 35% for officers).



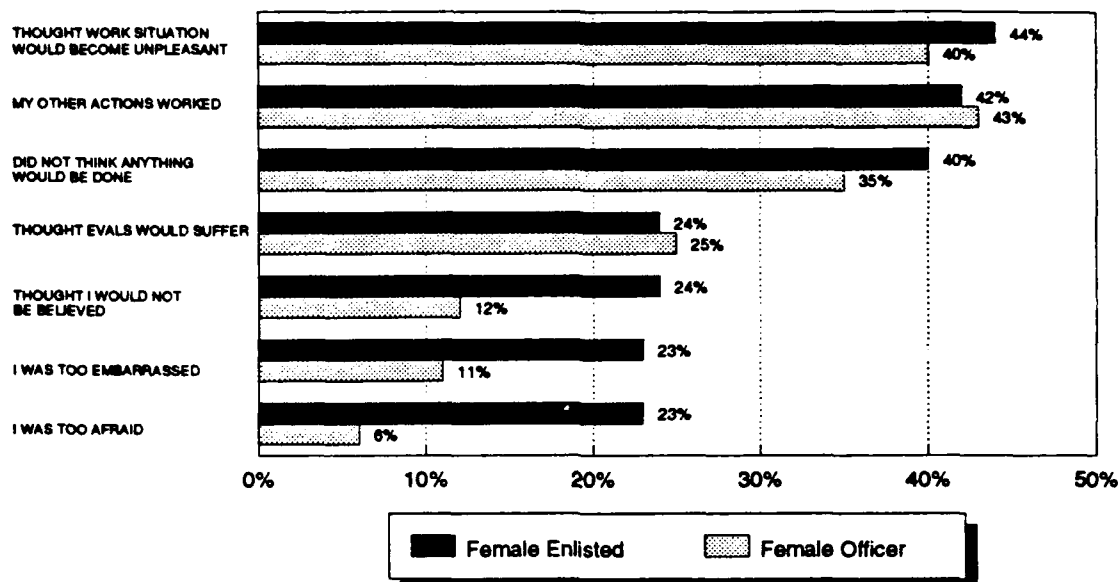
Note. Multiple responses allowed.

Figure 6. Actions taken by women after experiencing sexual harassment.



Note. Multiple responses allowed.

Figure 7. Changes experienced by women after sexual harassment.



Note. Multiple responses allowed.

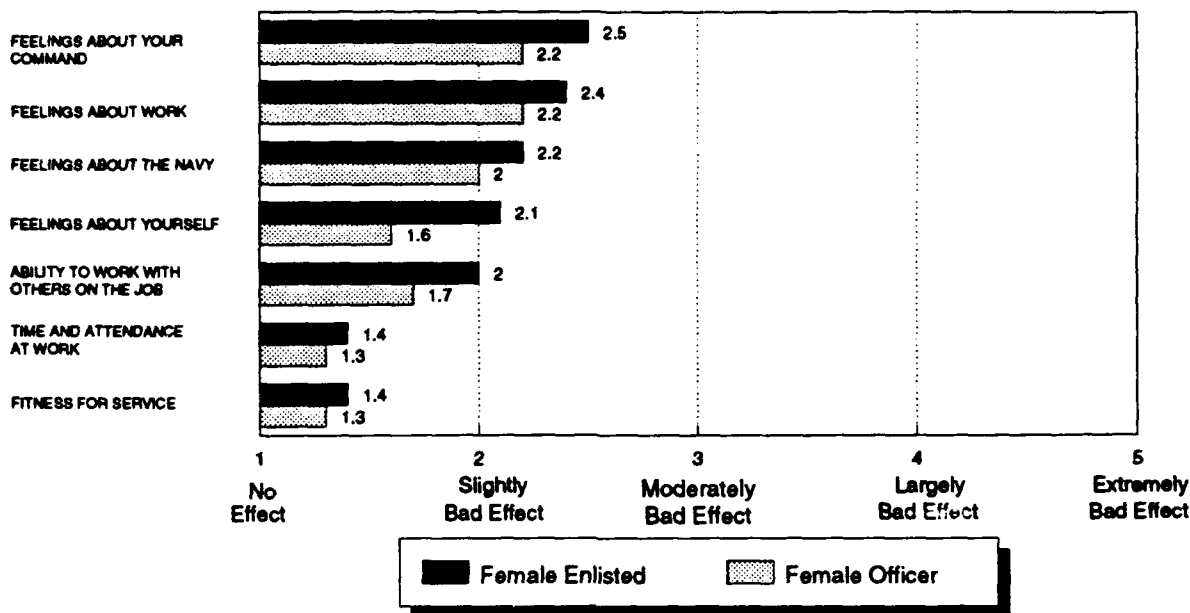
Figure 8. Reasons why women did not file a grievance after experiencing sexual harassment.

The three most common reasons why enlisted males didn't file a grievance were their other actions solved the problem (58%), they were too embarrassed (42%), and they did not think anything would be done (42%). The most common reasons why male officers didn't file a grievance were the person was not at their duty station (9 out of 17), they did not want to hurt the person who bothered them (9 out of 17), and they were too embarrassed (8 out of 17). These data should be viewed with caution because of the small number of victims.

Effects of the Sexual Harassment Experience

Victims were asked to rate the extent to which the experience had a negative effect on a variety of domains, including their feelings about the Navy, fitness for service, and feelings about work. The results for female victims are summarized in Figure 9, which shows the mean values for each of the seven listed items. Most of the means fell somewhere around 2, "Slight bad effect." The figure shows that feelings about their commands and about work were the most adversely affected of all domains by the sexual harassment experience.

To investigate how reporting sexual harassment affected victims' feelings about the Navy, their work, and themselves, the data for the 192 female victims who did report the incident to their supervisors were analyzed. Victims had been asked to think about the way the report was dealt with, and how the way it was dealt with affected them on the dimensions assessed in the earlier question. These data for enlisted and officer women are summarized in Table 5. Half of those who reported the sexual harassment to their supervisor indicated that their feelings about their command worsened. A little over half who reported the experience indicated no change in their feelings about the Navy, feelings about work, and feelings about themselves. The smallest changes, either positive or negative, were reported for ability to work with others, fitness for service, and time and attendance at work: over three-fourths of the female victims reported no change on these three items.



Note. Multiple responses allowed.

Figure 9. Average rating of the effects of sexual harassment experiences reported by females.

Table 5

Effect on Victims due to how the Sexual Harassment Experience was Handled
(n = 192)

	Got Worse		No Change		Improved	
	n	%	n	%	n	%
Feelings About Your Command	97	50%	76	39%	20	11%
Feelings About Navy	74	39%	101	53%	16	8%
Feelings About Work	73	38%	99	51%	21	11%
Feelings About Yourself	55	28%	105	55%	32	17%
Ability to Work With Others	38	20%	139	72%	16	8%
Time and Attendance	24	13%	158	82%	11	5%
Fitness for Service	18	9%	161	84%	13	7%

Note. Results include both female enlisted and officer victims who reported the sexual harassment to their supervisors.

Perceptions About Sexual Harassment

All respondents, not just victims, were asked to indicate the degree to which they agreed or disagreed with five statements addressing issues related to sexual harassment in the Navy. As Figure 10 shows, nearly two-thirds of female officer (64%) and female enlisted (62%) respondents agreed that "sexual harassment is a problem in the Navy." In contrast, only about a third of the male respondents agreed (34% officers, 36% enlisted) with this statement. The sizeable percentages of respondents, particularly among the males, who responded "neither agree nor disagree" to this statement may indicate lack of knowledge.

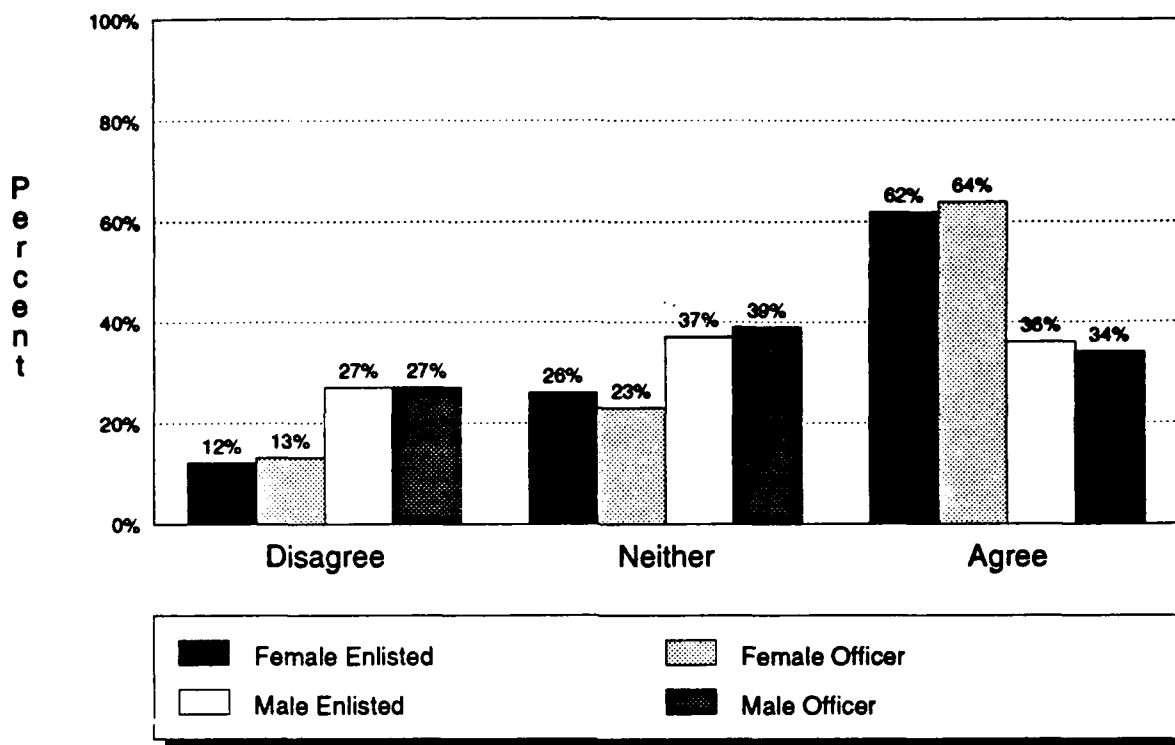


Figure 10. Sexual harassment is a problem in the Navy.

The perception of whether sexual harassment was occurring at their own command was also assessed. Fifty-five percent of the male officers and 49 percent of the male enlisted agreed with the statement "sexual harassment does not occur at my command." In contrast, smaller percentages of female officers (23%) and enlisted women (12%) felt that this was true. These results are shown in Figure 11. To assess perceptions of efforts to stop sexual harassment, all respondents were asked whether "things are being done in the Navy to try to stop sexual harassment." Most respondents agreed with this statement, as Figure 12 shows. The relatively small percentages who answered "neither agree nor disagree" suggests a fair degree of certainty on this issue.

DISCUSSION AND CONCLUSIONS

The 1989 NEOSH provides the first representative Navy-wide survey of the occurrence, forms, frequency and effects of sexual harassment. As in previous sexual harassment surveys, the present results confirm that women are far more likely than men to be victims of sexual harassment, and that junior enlisted women are at greater risk than more senior women. The results also mirror the results from other surveys that have found that co-workers are typically the most frequent perpetrators of sexual harassment, and that a sizable percentage of supervisors are also involved in sexual harassment. Many harassment victims responded that they handled the situation on their own, and for many, the harassment resulted in no changes to them. But for many victims, the harassment negatively affected them in terms of their work settings and relations with co-workers.

These results support some of the findings of the 1987 Progress of Women in the Navy Study Group. Both studies found that: (1) the most common form of sexual harassment is verbal; (2) men are less likely to feel that sexual harassment is a significant problem; and (3) formal grievance procedures are not used, probably because of fear that a hostile work environment could result, or

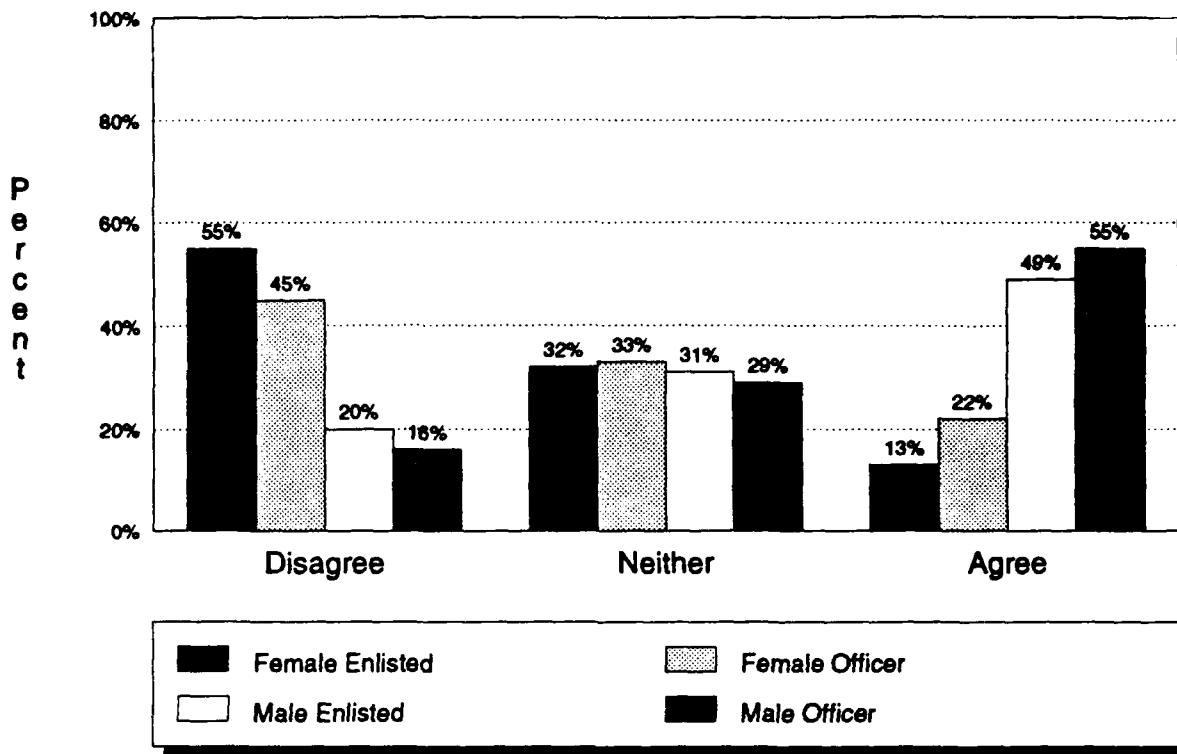


Figure 11. Sexual harassment does not occur at my command.

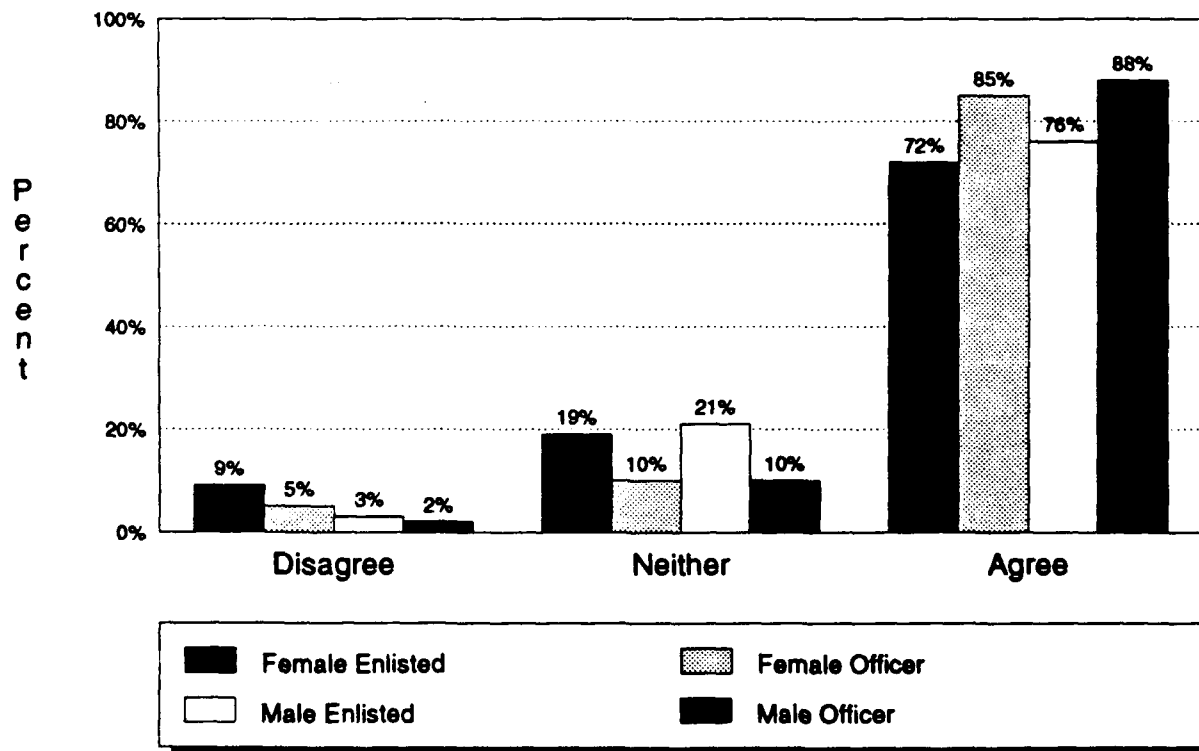


Figure 12. Things are being done in the Navy to try to stop sexual harassment.

expectations that nothing will be done (Usher, 1990). Because sexual harassment is of grave concern to the Navy, differences between the results obtained in this research effort and other surveys of sexual harassment need to be discussed further. A comparison of the similarities and differences in methodology and results of the various sexual harassment surveys is critical to understanding the extent to which comparisons can be made between the results of these surveys.

The U. S. Merit Systems Protection Board Surveys

There are several differences in the survey methodology of the MSPB surveys and the NEOSH that should be kept in mind when comparing results. The most obvious difference between these surveys is that MSPB was conducted with a civilian employee sample whereas the NEOSH sample was of active duty personnel. In addition, the MSPB did not provide survey respondents with a definition of sexual harassment, whereas the NEOSH did. The MSPB survey asked about six forms of sexual harassment; the NEOSH asked about eight. The MSPB's overall sexual harassment rate was calculated based on responses to the six forms of harassment; in the NEOSH, the overall rates of sexual harassment were based on directly asking respondents if they had been sexually harassed. Lastly, the MSPB survey asked about sexual harassment occurring during a 2-year time period; the NEOSH asked about a 1-year period.

Although the NEOSH and MSPB surveys had all these differences, surprisingly, the rate of sexual harassment obtained for enlisted women and for civilian women employees was the same (42%). The rate for men in the MSPB survey was much higher (14%) than that found with the NEOSH (4% for enlisted males, 1% for male officers). The form of sexual harassment most frequently experienced was the same in both surveys: unwanted sexual teasing, jokes, remarks, or questions. Both surveys found co-workers to be the most frequent source of sexual harassment (except for female officers, who said supervisors were the most frequent perpetrators).

Regarding the actions the victims took after the sexual harassment experience, a higher percentage of the military victims told the person to stop or avoided the person compared to the civilian victims. Both surveys found that only a very small percentage of those sexually harassed took formal action after the experience, and those not taking formal action reported similar expectations of negative or no consequences as major reasons for not using these channels (i.e., thought the work situation would become unpleasant, did not think anything would be done). Almost identical percentages in the two surveys stated that they didn't file a formal grievance because their other actions worked to solve the problem.

The 1988 DoD Survey of Sex Roles in the Active-duty Military

Comparison of the DoD Survey of Sex Roles in the Active-duty Military with the NEOSH survey finds more similarity in method than that found with the MSPB surveys, yet the percentages of those sexually harassed were more different from the NEOSH than those of the MSPB. A more detailed review of the similarities and differences between these two surveys is relevant, for both were conducted with samples of military personnel and it is natural to want to compare the results of the two surveys.

The DoD sex roles survey was devoted entirely to items relating to sexual harassment, whereas the NEOSH Survey had items on both equal opportunity and sexual harassment. Since there is confusion over what does constitute sexual harassment, both surveys attempted to clearly define it: the DoD sex roles survey did this by providing examples of "certain kinds of UNINVITED and UNWANTED sexual talk and behavior occurring at work [which] can be considered sexual

harassment" (Martindale, 1988, p. 1); the NEOSH provided the official DoD definition of sexual harassment that is presented to members during Navy Rights and Responsibilities training, indoctrination training, and prevention of sexual harassment training.

Next, the DoD sex roles survey did not ask directly whether respondents had experienced sexual harassment, but asked about "... uninvited and unwanted sexual attention received at work. . ." (Martindale, 1988, p.1). In contrast, the NEOSH asked respondents whether they had been sexually harassed while on duty, or on base or ship while off duty. Although both surveys used the same eight categories of sexual harassment behaviors, the DoD survey listed eight categories of harassment behaviors from most serious to least serious; the NEOSH presented the eight categories in the reverse order, from least serious to most serious.

There were also some differences in the methods of calculation used in the two surveys. The DoD sex roles survey's rate of sexual harassment (64% female, 17% male) was derived from responses to the eight forms of sexual harassment behaviors; the NEOSH rates (42% female enlisted, 26% female officer, 4% male enlisted, 1% male officer) were based on responses when directly queried about whether sexual harassment had occurred. And lastly, the percentages reported for the DoD survey were based on all the military services and all ranks combined; the NEOSH was Navy only and reported enlisted and officers separately.

These differences in methodology resulted in a higher percentage of DoD respondents indicating they were sexually harassed compared to the NEOSH respondents. On the other hand, both surveys found that the most common form of sexual harassment was teasing, jokes, remarks, and questions. Both surveys found fairly similar percentages for those experiencing actual or attempted rape or assault (5% female and 1% male for DoD, 6% female enlisted, 0.9% female officer, 0.4% male enlisted for NEOSH). Both surveys also found that co-workers, immediate or higher-level supervisors, and "others" were the most frequent sources of sexual harassment. Both surveys confirmed that victims of sexual harassment do not use formal grievance procedures.

Explaining why the DoD survey found a much higher percentage of harassment compared to the NEOSH is puzzling. It is believed that this difference could be due to the difference in the survey content and items, or due to differences in sampling methods, or due to differences in data weighting and analysis procedures. In terms of differences in the surveys' content, the DoD definition provided by the NEOSH may have resulted in a different understanding of what sexual harassment is compared to the behavioral examples used to define sexual harassment in the DoD sex roles survey. In addition, asking respondents directly whether they have been harassed is likely to provide different results than asking whether they had experienced uninvited and unwanted sexual attention and behaviors.

Comparison of the DoD sex roles and the NEOSH surveys suggests that differences the way questions about sexual harassment are asked can affect the responses and the resulting sexual harassment percentages that are obtained. Regarding these percentages, Martindale (1990) states, "although the term incidence has been used to refer to these kinds of percentages, it is incorrect to refer to self-report data from any survey of sexual harassment as incidence data, since the term incidence implies a level of measurement precision not currently obtainable" (p. 10). This advice is worth noting. More research needs to be conducted to clarify our understanding of the definition and measurement of sexual harassment. The next administration of the NEOSH will attempt to expand on these very issues.

The comparisons among differing results from recent sexual harassment surveys highlight the question of how an overall rate of sexual harassment should be calculated. The practice of including all respondents who experienced one of the eight forms of sexual harassment behaviors at least once should be evaluated. Perhaps a combination of the form and frequency of the behavior needs to be considered in deciding whether sexual harassment has occurred, particularly for the less serious forms. This appears to be the criterion applied by the Supreme Court in *Meritor Savings Bank, FSB v. Vison*, 106 S. Ct. 2399, when it held that "... environmental sexual harassment can violate Title VII if it is severe or pervasive enough to actually affect the alleged victim's work conditions and create a hostile environment. However, remarks that simply offend someone's feelings but are not pervasive harassment creating a hostile environment would not violate Title VII..." (U.S. Merit Systems Protection Board, 1988, p. 44).

In addition, the Navy's prevention of sexual harassment training usually stipulates that for the lesser forms of harassment such as whistles, jokes or remarks, victims of the harassment have a responsibility to inform perpetrators that their behavior is perceived as sexual harassment. If the perpetrator, after being informed that the behavior is perceived this way, again initiates the behavior, this does constitute sexual harassment. Thus the appropriateness of including whistles/calls/hoots/yells and teasing/jokes/remarks/questions that occur once as harassment is questioned. This rationale obviously does not apply to the more serious forms of sexual harassment, but where the line should be drawn on the frequency and form criterion is not clear.

The foregoing discussion points to three components that appear to be important in measuring the occurrence of sexual harassment: (1) Was it unwanted sexual attention or behavior? (2) Did the respondent feel this unwanted sexual attention or behavior created a hostile environment? (3) Did the respondent interpret the unwanted sexual attention or behavior as sexual harassment? It is hypothesized that inconsistencies in rates are due to ambiguity highlighted by these three questions, particularly for the less serious forms of harassment. It is doubtful that this ambiguity will ever be eliminated due to differential interpretation of unwanted sexual attention or behavior by individuals.

In conclusion, the data reported here show that sexual harassment continues to be a significant problem for the Navy's active duty force despite efforts to reduce or eliminate it. The results confirm that women, particularly at the lower ranks, are more likely to be victims of sexual harassment. The most frequent perpetrators of sexual harassment are enlisted personnel who are co-workers. Service members are hesitant to report sexual harassment experiences for a variety of reasons. Some, such as the expectation that reporting the experience would make the work situation unpleasant, or that nothing would be done, can be addressed by Navy leaders. Given that a sizeable percentage of perpetrators are superiors in the chain of command, the usual method for handling problems and disciplinary infractions may not be appropriate. Most respondents believe that things are being done in the Navy to try to stop sexual harassment. Comparing results of the NIOSH to other sexual harassment surveys suggests that survey content and methodology affects the sexual harassment rates obtained; the different rates obtained also imply that there continues to be ambiguity in specifying the behaviors and conditions that constitute sexual harassment. More research needs to be conducted to increase our understanding and measurement of this serious organizational problem.

RECOMMENDATIONS

Based on the findings, the following recommendations are made:

1. PERS-61 promulgate the survey findings to make COs aware that sexual harassment continues to be a significant problem. Suggested methods for delivery of the findings include naval messages, Navy News, Captain's Call, or the Plan of the Day.
2. Integrate the survey findings into Command Training Team instructor training conducted at Chief of Naval Education and Training (CNET) Command Managed Equal Opportunity (CMEO) training sites. Also integrate the survey findings into training given by independent Equal Opportunity Program Specialists authorized to deliver CMEO training.
3. Continue biennial administration of the NEOSH to monitor the frequency and forms of sexual harassment.
4. Analyze trends in the occurrence of sexual harassment, and integrate these findings into the Navy Affirmative Action Plan.
5. Continue to include sexual harassment as a CNO Special Interest Item for inspections.

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APPENDIX
N^ V^ ' EQUAL OPPORTUNITY SURVEY¹

¹1989 Survey.



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

Dear Navy Member:

The Chief of Naval Operations and the entire Navy chain of command is vitally concerned with the welfare and career opportunities of each and every man and woman in the Navy. Everyone in the Navy deserves to be treated fairly. This means that Navy men and women should have an equal opportunity to serve, learn, and progress no matter to what race and ethnic group they belong.

Surveys such as this one help us monitor how well we are doing in reaching this important goal. Please take the time to fill out the attached Equal Opportunity Survey form and mail it back. Try to get it done within a few days so that it is not lost or forgotten.

Thank you for your time and for your thoughtful answers.

A handwritten signature in black ink, appearing to read "Jm Boorda".

J. M. BOORDA
Vice Admiral, U.S. Navy
Deputy Chief of Naval Operations
(Manpower, Personnel and Training)

NAVY EQUAL OPPORTUNITY SURVEY

THIS SURVEY IS MEANT TO FIND OUT HOW WELL WE ARE DOING IN EQUAL OPPORTUNITY IN THE NAVY.

WOULD YOU PLEASE HELP BY FILLING OUT THIS SURVEY FORM RIGHT AWAY? YOUR ANSWERS ARE VERY IMPORTANT.

YOU WERE RANDOMLY SELECTED BY A COMPUTER PROGRAM TO TAKE PART IN THIS SURVEY. THIS IS AN ANONYMOUS SURVEY AND YOUR PARTICIPATION IS VOLUNTARY. NO ONE WILL BE ABLE TO MATCH ANSWERS TO ANY INDIVIDUAL BECAUSE THERE ARE NO QUESTIONS ON THE FORM THAT CAN IDENTIFY YOU. YOUR ANSWERS WILL BE SEEN ONLY BY THE RESEARCHERS WHO WILL TABULATE THE RESULTS. PLEASE TAKE THE TIME NOW TO GIVE CAREFUL, FRANK ANSWERS.

INSTRUCTIONS

Read the whole question carefully before marking your answer.

When you have finished the survey, mail the form back in the return envelope.

(Return address: Navy Personnel Research and Development Center, Code 121PR, San Diego, CA 92152-6800.)

THANK YOU VERY MUCH FOR YOUR HELP!

This survey has been approved in accordance with OPNAVINST 5300.8A and it has been assigned Report Control Symbol OPNAV 5300-7 expiring 01 FEB 1990.

BACKGROUND INFORMATION

Circle the letter to show your answer to each question.

1. What is your pay grade?

- | | | |
|--------|--------|--------|
| a. E-1 | j. W-2 | m. O-1 |
| b. E-2 | k. W-3 | n. O-2 |
| c. E-3 | l. W-4 | o. O-3 |
| d. E-4 | | p. O-4 |
| e. E-5 | | q. O-5 |
| f. E-6 | | r. O-6 |
| g. E-7 | | |
| h. E-8 | | |
| i. E-9 | | |

2. What is your sex?

- a. Female b. Male

3. Are you:

- | | |
|-----------------------------------------------------------|--------------------|
| a. White | h. American Indian |
| b. Black/African American | i. Asian Indian |
| c. Japanese | j. Hawaiian |
| d. Chinese | k. Guamanian |
| e. Filipino | l. Samoan |
| f. Korean | m. Eskimo |
| g. Vietnamese | n. Aleut |
| o. Other ethnic group not included above (write in) _____ | |

4. Are you of Spanish/Hispanic origin or descent?

- a. No, not Spanish/Hispanic
b. Yes, Mexican, Chicano, Mexican-American
c. Yes, Puerto Rican
d. Yes, Cuban
e. Yes, other Spanish/Hispanic

5. What type of command are you assigned to? (pick the one that fits best)

- | | |
|----------------------|-------------------------------------------------|
| a. Ship | d. Training command |
| b. Submarine | e. Shore facility (other than training command) |
| c. Aviation squadron | |

CONTINUE ON OTHER SIDE.

6. Where is your command located or homeported?

- a. In one of the 48 CONUS states or the District of Columbia
- b. In Alaska or Hawaii
- c. Overseas

7. How many people (military and civilian) are at your command?

- a. Less than 100
- b. 100-499
- c. 500-999
- d. 1000 or more

8. The people at your command are: (circle one letter)

- a. All men
- b. Mostly men (less than 10% women)
- c. Mixed
- d. Mostly women (less than 10% men)

9. The people at your command are: (circle one letter)

- a. All military
- b. Mostly military (less than 10% civilians)
- c. Mixed
- d. Mostly civilians (less than 10% military)

10. Are you and your immediate supervisor members of the same racial/ethnic group?

- a. Yes
- b. No

11. Are you and your immediate supervisor the same sex?

- a. Yes
- b. No

12. How many years of active duty have you completed in the Navy?

- a. 0-4 years
- b. 5-9 years
- c. 10-14 years
- d. 15-19 years
- e. 20 years or more

13. Do you intend to stay in the Navy for at least 20 years?

- | | |
|------------------|---------------------------------------------|
| a. Definitely no | d. Probably yes |
| b. Probably no | e. Definitely yes |
| c. Uncertain | f. Already have 20 years or more of service |

INSTRUCTIONS

The next questions will ask how much you agree or disagree with a statement. Pick the answer that fits best for you, and circle its number.

For example:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. Morale is high at my command.	1	2	3	4	5

If you *agree* with this statement (but do not *strongly agree*), you would circle the number "4" to show your answer.

The largest racial/ethnic group in the Navy is White/Caucasian with a European ethnic background. "Minority" is used in this survey to mean someone who is not of that group.

ASSIGNMENTS

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. Minority recruits are less likely to get technical ratings even though they are qualified for them.	1	2	3	4	5
2. Work assignments are made fairly at this command.	1	2	3	4	5
3. My rating (or officer designator) has good advancement opportunities.	1	2	3	4	5
4. I am satisfied with my rating (or officer designator).	1	2	3	4	5
5. I am currently working in my rating (or officer designator).	1	2	3	4	5

TRAINING

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. Women are as likely as men to get the training they need to advance in the Navy.	1	2	3	4	5
2. Information about educational opportunities is provided to me.	1	2	3	4	5
3. I have received the training I need to do my job well.	1	2	3	4	5
4. I have received the training I need to advance in the Navy.	1	2	3	4	5

LEADERSHIP

1. My Commanding Officer (CO) actively supports equal opportunity.	1	2	3	4	5
2. The Command Master Chief (CMC) actively supports equal opportunity.	1	2	3	4	5
3. My CO is aware of discrimination and sexual harassment that may happen at this command.	1	2	3	4	5
4. My immediate supervisor treats everyone fairly.	1	2	3	4	5

COMMUNICATIONS

1. I usually get the word when there is a change in the rules or regulations that affect me.	1	2	3	4	5
2. It bothers me when people don't speak English while on the job.	1	2	3	4	5
3. Members of my work group pay attention to what I have to say.	1	2	3	4	5
4. My supervisor gives me feedback on how well I am doing my job.	1	2	3	4	5
5. My supervisor is willing to listen to what I have to say.	1	2	3	4	5
6. When appropriate, Navy personnel address me by rank/rate and surname.	1	2	3	4	5
7. I feel we can discuss equal opportunity problems at my command.	1	2	3	4	5

INTERPERSONAL RELATIONS

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. Anti-Black discrimination is common in my command.	1	2	3	4	5
2. Anti-Filipino discrimination is common in my command.	1	2	3	4	5
3. Anti-Hispanic discrimination is common in my command.	1	2	3	4	5
4. During the past year, there has been fighting in this command caused by racial/ethnic differences.	1	2	3	4	5
5. At this command, I often hear comments or jokes putting down people of my sex.	1	2	3	4	5
6. At this command, I often hear comments or jokes putting down minorities.	1	2	3	4	5
7. At this command, I often hear comments or jokes putting down some religious groups.	1	2	3	4	5
8. I see offensive graffiti at my command.	1	2	3	4	5

GRIEVANCES

1. The chain of command is an effective way to resolve equal opportunity problems.	1	2	3	4	5
2. I feel free to report unfair treatment without fear of bad things happening to me.	1	2	3	4	5
3. I would talk with my immediate supervisor if I felt discriminated against while at work.	1	2	3	4	5
4. Filing a grievance would not hurt my Navy career.	1	2	3	4	5

DISCIPLINE

1. Race/ethnic group makes no difference when punishment is given.	1	2	3	4	5
2. Minorities are more likely than others to get unfavorable discharges that they don't deserve.	1	2	3	4	5
3. Navy women get lighter punishment than men who commit the same offenses.	1	2	3	4	5
4. Minorities get lighter punishment than others who commit the same offenses.	1	2	3	4	5
5. Minorities seem to get sent to Captain's Mast more often than others who are charged with the same offense.	1	2	3	4	5

PERFORMANCE EVALUATION

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. The performance evaluation system used for me (i.e., fitreps, evals) is fair.	1	2	3	4	5
2. Men seem to get better evaluations than women do for the same level of performance.	1	2	3	4	5
3. At this command, people get a fair chance to prove themselves.	1	2	3	4	5
4. I usually get the recognition I deserve.	1	2	3	4	5

PROMOTIONS/ADVANCEMENT

1. Minorities have to work harder to get promoted/advanced than other people do.	1	2	3	4	5
2. Women have to work harder to get promoted/advanced than men do.	1	2	3	4	5
3. Some people get promoted/advanced quicker just because they are women.	1	2	3	4	5
4. Some people get promoted/advanced quicker just because they are minorities.	1	2	3	4	5

SERVICES

1. The Navy provides the kind of entertainment facilities that I like here.	1	2	3	4	5
2. I can buy the grooming products I need from Navy sources.	1	2	3	4	5
3. I can buy the types of magazines and music I like at Navy exchanges.	1	2	3	4	5
4. Navy barbers or beauticians are trained to cut my kind of hair.	1	2	3	4	5
5. I can get the kind of food I like here.	1	2	3	4	5

GENERAL ISSUES	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. Equal opportunity has improved during my time in the Navy.	1	2	3	4	5
2. I would recommend the Navy to others.	1	2	3	4	5
3. I plan to leave the Navy because I am dissatisfied.	1	2	3	4	5
4. The Navy gives too much special treatment to minorities.	1	2	3	4	5
5. The Navy gives too much special treatment to women.	1	2	3	4	5

For the following items, please answer by circling the number under "No," "Yes," or "Don't know."

EQUAL OPPORTUNITY PROGRAMS	No	Yes	Don't know
1. We spend too little time in the Navy on equal opportunity programs.	1	2	3
2. My command has a Command Managed Equal Opportunity (CMEO) program.	1	2	3
3. Equal opportunity training is taken seriously here.	1	2	3
4. I have attended Navy Rights & Responsibilities (NR&R) training at my present command.	1	2	3
5. I have received training about sexual harassment.	1	2	3
6. I have seen the Navy's grievance procedure poster displayed at my command.	1	2	3
7. I have seen the Navy's Fraud, Waste, and Abuse Hotline number posted at my command.	1	2	3
8. I know how to use the chain of command to resolve a problem.	1	2	3
9. I filed an equal opportunity grievance in the past year.	1	2	3
10. I wanted to file an equal opportunity grievance during the past year but didn't because I thought something bad might happen to me.	1	2	3

SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- 1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career, or**
- 2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or**
- 3) such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.**

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1. Sexual harassment is a problem in the Navy.	1	2	3	4	5
2. Things are being done in the Navy to try to stop sexual harassment.	1	2	3	4	5
3. Sexual harassment does <u>not</u> occur at my command.	1	2	3	4	5
4. Offensive pictures or other offensive materials of a sexual nature are displayed around my command.	1	2	3	4	5
5. Many Navy women make sexual harassment claims that aren't true.	1	2	3	4	5
6. Do you know anyone who has been sexually harassed here during the past year while on duty or on base or ship? (check all that apply)					
<input type="checkbox"/> No, I don't know anyone who has been sexually harassed					
<input type="checkbox"/> I know one woman who has been sexually harassed					
<input type="checkbox"/> I know more than one woman who has been sexually harassed					
<input type="checkbox"/> I know one man who has been sexually harassed					
<input type="checkbox"/> I know more than one man who has been sexually harassed					

7. During the past year, have you been sexually harassed while on duty?

___ No ___ Yes

8. During the past year, have you been sexually harassed on base or ship while off duty?

___ No ___ Yes

If YOU HAVE BEEN sexually harassed during the past year while on duty or on base or ship (answered "Yes" to either 7 or 8 above), PLEASE CONTINUE with the questions that follow.

If YOU HAVE NOT BEEN sexually harassed during the past year while on duty or on base or ship (answered "No" to both 7 and 8 above), YOU HAVE FINISHED the survey. Thank you very much for your help. Please put the survey form in the enclosed envelope and mail it back to us.

9. During the past year, how often have you been the target of the following sexual harassment behaviors while on duty or on base or ship?

	Never	Once	Once a month or less	2-4 times a month	Once a week or more
A. Unwanted sexual whistles, calls, hoots, or yells.	1	2	3	4	5
B. Unwanted sexual teasing, jokes, remarks, or questions.	1	2	3	4	5
C. Unwanted sexual looks, staring, or gestures.	1	2	3	4	5
D. Unwanted letters, phone calls, or materials of a sexual nature.	1	2	3	4	5
E. Unwanted pressure for dates.	1	2	3	4	5
F. Unwanted deliberate touching, leaning over, cornering, or pinching.	1	2	3	4	5
G. Unwanted pressure for sexual favors.	1	2	3	4	5
H. Actual or attempted rape or assault.	1	2	3	4	5

Pick the one experience from Question 9 that had the greatest effect on you.

PRINT ITS LETTER (A...H) HERE _____

Answer the rest of the questions about THAT ONE EXPERIENCE.

10. At the time of that sexual harassment experience, what was your marital status?

- a. Single, never married
- b. Married
- c. Divorced/separated/widowed

11. At the time of that sexual harassment experience, how many people harassed you?

- a. 1 person
- b. 2-3 people
- c. 4 or more people

12. Was the person(s) who sexually harassed you then: (check all that apply)

- ☐ Your immediate supervisor
- ☐ Other higher level supervisor(s)
- ☐ Your co-worker(s)
- ☐ Your subordinate(s)
- ☐ Other

13. Was the person(s) who sexually harassed you then: (check all that apply)

- ☐ Military officer
- ☐ Military enlisted
- ☐ Civilian government employee
- ☐ Contractor
- ☐ Other

14. Was the person(s) who sexually harassed you then:

☐ Male ☐ Female

15. Has the person(s) who sexually harassed you then also harassed others?

☐ No ☐ Yes ☐ Don't know

16. To what extent did that sexual harassment experience have a bad effect on:

	No Bad Effect	Slight Bad Effect	Moderate Bad Effect	Large Bad Effect	Extreme Bad Effect
a. your feelings about the Navy?	1	2	3	4	5
b. your feelings about your command?	1	2	3	4	5
c. your feelings about work?	1	2	3	4	5
d. your ability to work with others on the job?	1	2	3	4	5
e. your time and attendance at work?	1	2	3	4	5
f. your fitness for service?	1	2	3	4	5
g. your feelings about yourself?	1	2	3	4	5

17. Check ALL the changes that happened to you due to that experience of sexual harassment.

- ☐ No changes happened to me
- ☐ I no longer felt a part of my work group
- ☐ My co-workers would no longer help me
- ☐ My work assignments got worse
- ☐ I was humiliated in front of others
- ☐ I was not given important information that others got
- ☐ People talked about me behind my back
- ☐ People said mean things to me
- ☐ I was transferred to another command
- ☐ I was transferred to another work group at the same command
- ☐ My performance evaluation dropped
- ☐ I was not recommended for a promotion
- ☐ Something not listed above happened to me

18. Check ALL the actions you took after being sexually harassed then.

- ☐ I avoided the person(s)
- ☐ I avoided the place where it happened
- ☐ I told the person(s) to stop
- ☐ I threatened to tell or told others
- ☐ I got someone else to speak to the person(s) about the behavior
- ☐ I got emotional counseling
- ☐ I moved off base
- ☐ I reported it to my immediate supervisor
- ☐ I asked for help from my CO
- ☐ I transferred, disciplined, or gave a poor performance evaluation to the person(s)
- ☐ I did something not listed above
- ☐ I did not take any action

19. Was a grievance filed about that experience of sexual harassment? ☐ No ☐ Yes

20. If a grievance was filed, how did your chain of command handle it?
(check all that apply)

- ☐ Not applicable; no grievance was filed
- ☐ Took action against the person(s) who bothered me
- ☐ Took action against me
- ☐ Corrected the damage done to me
- ☐ Did nothing
- ☐ The grievance is still being processed
- ☐ I don't know what happened
- ☐ Did something not listed above

21. If no grievance was filed, check ALL the reasons why it was not.

- ☐ Not applicable; A grievance was filed
- ☐ I did not know what to do
- ☐ I was too afraid
- ☐ I was too embarrassed
- ☐ I did not think anything would be done
- ☐ I thought it would take too much time and effort
- ☐ I thought I would not be believed
- ☐ I thought it would make my work situation unpleasant
- ☐ I thought my performance evaluation or chances for promotion would suffer
- ☐ I did not want to hurt the person who bothered me
- ☐ The person was not at my duty station
- ☐ My other actions solved the problem
- ☐ Some other reason not listed above

Please answer the following question whether a grievance was filed or not.

22. Think about the way that sexual harassment experience was dealt with.
How did the way it was dealt with affect:

	Became much worse	Became worse	Didn't change	Became better	Became much better
a. your feelings about the Navy?	1	2	3	4	5
b. your feelings about your command?	1	2	3	4	5
c. your feelings about work?	1	2	3	4	5
d. your ability to work with others on the job?	1	2	3	4	5
e. your time and attendance at work?	1	2	3	4	5
f. your fitness for service?	1	2	3	4	5
g. your feelings about yourself?	1	2	3	4	5

You have finished the survey. Thank you very much for your help. Please put the survey form in the enclosed envelope and mail it back to us.

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